THE SURVEY

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The Gist Of It

NOT even the impressive portion of this issue devoted to a view of the Boston meeting of the National Conference of Social work (page 341) would encompass the serious and less serious highlights of that week. There was, for example, the annual tea-party of readers and members of Survey Associates, held this year in the especially happy setting of the Longfellow House in Cambridge, with Frances G. Curtis, Boston member of the board, as hostess-in-chief. The garden was in its glory, the house filled with associations of the poet. Dr. Cabot, a next door neighbor, welcomed the visitors; and C. J. Atkinson of the Boys' Club Federation told of his interesting encounter with Mr. Longfellow when, as a young printer, he called to see the two priceless Bordoni books which his host had found in an out of the way Italian village. Mary Ross, Miriam Steep and Paul Kellogg represented the editorial office, while Mollie Condon and John Kenderdine presided over Survey fortunes at headquarters.

There was the Reunion Dinner—its informality, its reminiscences and good cheer of the special architecture of Alexander Johnson, whose desk was the central pivot during the week for the fifty or more consultants who stood ready to help all comers at Boston. Someone compared "Uncle Alec's" relationship to the conference with that borne to the Supreme Court by Justice Holmes and the aptness of the comparison fitted exactly the speakers' table with its presidents, past, recent and present, ranging over four decades.

Dr. Van Waters (1930) was in especially happy vein as chairman; and Homer Folks, the only social worker twice honored by election to the presidency (1911 and again in 1923), drew inspiration from the habit of speech of the Bay State. Remarks as to the venerability of the speakers' table prompted Julia C. Lathrop (1919) to make her plea that with our mounting standards of life we should not let old people be thrust into asylums, and her prophecy that old age pensions, sickness and unemployment as well as accident insurance are on the way. It must have been the gaiety mixed with seriousness with which Miss Lathrop handled her theme that led Jane Addams to set the ball rolling with the first of a string of stories which will enliven future Survey pages. Speaking to the subject, The Conference and International Relations, Miss Addams remarked that conservative people are often afraid of change, regardless of the truth that the most dangerous time comes when change is dammed up, although long overdue.

Dr. Jeffrey R. Brackett (1904) not to be outdone, started off with a limerick, in roundly scoring the writers of the day who play fast and loose with values in marriage. The Conference and the Family was his theme; the Conference and Childhood, that of Owen R. Lovejoy (1920) who remarked that we set out to teach children, and only slowly have come to learn what they had been trying to tell us all along. Porter R. Lee (1929) broadened the theme, to the general interplay, give and take, of old and young. Then they came to Uncle Alec himself (1897) who sat at the end of the board and who started off with a jingle their toastmistress had herself told at the Des Moines gathering. "Don't be discouraged, if your tasks are heavy and the rewards are few. Remember the mighty oak was once a nut like you." As one of the younger people said, there had been no speaker at the conference whose utterance had had the timbre and full throated reach of his. It was as if you heard the spirit of his chartist sires, and before them the whole race of men who, one generation after another, had fought the good fight for the common weal.

THOUGH HERBERT M. DIAMOND, now professor of economics, at Lehigh University, lays no present claims to the tools of the social worker, he discusses (page 348) the respective claims of case work and old age pensions raised by a pamphlet of the National Manufacturers' Association with a background of social experience gained through the Connecticut Commission on Child Welfare.

HIGHLIGHTS of the biennial meeting of the three national nursing organizations, held in Milwaukee in mid-June, are reported on page 349 by VIRGINIA MCCORMICK of the headquarters' staff of the American Nurses' Association.

PERHAPS clues are part of the routine of social workers, but murders are at least a comparative rarity. So as a constructive hint for vacationists we offer the pleasant possibilities of sleuthing, enumerated on page 350 by ANNA B. BEATTIE, publicity secretary of the Associated Charities of Cleveland, Ohio.

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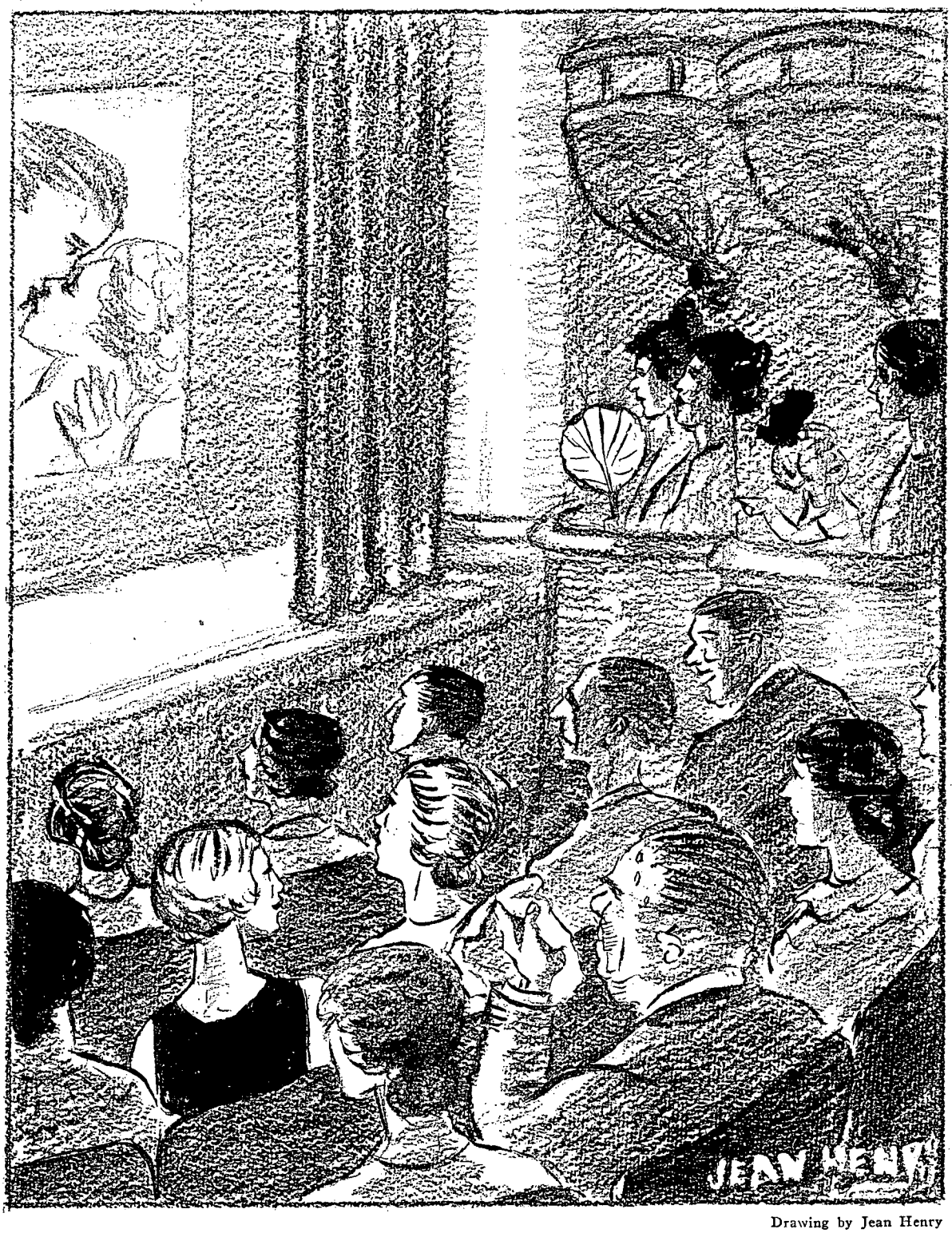

Drawing by Jean Henry

PROFESSIONAL LAPSES

Look in the front row for two fresh-air workers on their summer afternoon off

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THE SURVEY

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Slum Clearance Plus

"WHILE New York City is modernizing itself in every direction with new subways, new bridges, new highways, wider streets, new skyscrapers, with every modern equipment, just around the corner the 'old law tenements' with their dark rooms and unwholesome and dangerous construction are still standing. Least progress has been made in low cost housing." An old story that has been stated and re-stated so many times, in different terms perhaps, with apparently little accompanying action to improve conditions. But stated as it was recently by former Governor Alfred E. Smith at the organization meeting of the Housing Association of the City of New York, of which he has accepted the chairmanship, a new significance and new hope underlies these words. Founded by a committee of citizens, who have been quietly formulating plans for half a year, the new association aims to fill a need for a well knit organization which can combine the functions of survey, propaganda, law enforcement and financing of low cost housing. The latter will be ultimately its major function, all other activities being more or less preliminary to the creation of a Housing Foundation. The immediate objectives for the carrying out of this program are to promote the study and improvement, in laws and ordinances relating to housing; to stimulate the rehabilitation of blighted districts, and of unsafe and unsanitary housing, by reconditioning or by slum clearance and new construction; and to evaluate the accomplishments of low-cost housing enterprises since the war, in New York and elsewhere, and make their experience available for future builders.

The Housing Association, whose list of officers and directors reads like a "Who's Who in Housing" in New York City, is to be congratulated in beginning as a research organization, before actually attempting to attract capital in large quantities. The opportunity to study the existing low-cost housing experiments from every angle by an impartial, authoritative agency has been completely neglected. The result has been that splendid as are these comparatively few model tenements, they have not served the great first social purpose of providing factual material as to the practicability of such undertakings.

As the ex-Governor pointed out, in spite of the establishment of the State Housing Board under which limited dividend companies may function, a very inconsiderable amount of new housing has been built in New York because of the difficulty of financing such projects. Until funds become available on a business-like basis from the public at large the larger problem can not be solved. The sponsors of the organization hope that when the preliminary studies planned have been completed and the facts laid before the citizens of New York the public will take the necessary steps to put housing on a substantial basis by the establishment of a well considered housing foundation empowered to invest in such a program.

From another point of view this movement comes at a crucial moment, for according to the census figures recently published the population of Manhattan especially has declined considerably in the last decade—and lack of available moderate priced housing accommodations is one of the largest contributing factors.

Nothing Like Ambition

DR. GEORGE E. VINCENT, president of the Rockefeller Foundation, may or may not be responsible for the best hit that has been gotten off on the rising generation. At least he circulated it in his talk at a meeting in behalf of the Henry Street Visiting Nurses in New York. Something reminded him of the young man who, when asked what he was going to do in life, explained that he was studying to be a moron.

How Many Are Jobless?

A PRELIMINARY report from the Department of Commerce, made public June 26, reports data on unemployment from the Census which suggests a brighter view than many earlier non-official estimates had foreshadowed. Figures covering about a quarter of the country's population report that 574,000 were out of work in early April. If this ratio held for the United States as a whole, it would mean some 2,300,000 persons unemployed at that time as against the 4,000,000 or 4,500,000 or even 6,000,000 estimated by a number of competent observers.

The American Federation of Labor, on the other hand, finds that even in June about 20 per cent of its membership was without work, more than twice the number of June

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a year ago, with percentages of unemployment ranging from 7 per cent in the printing trades to 37 per cent in the building trades. From preliminary data the Federation believes, according to William Green, its president, that the total number of unemployed persons in May was 3,600,000, not including office workers or farm laborers.

Whether or not the quarter of the population included in the Census reports is representative for the whole country, as Secretary Lamont believes, cannot be known, of course until all the data are in. The figures so far available have some omissions which may be significant in the final result. They include, for example, no Michigan cities, and only a half million of the population of Massachusetts cities, and in general down the list it is in the cities where the percentage of persons unemployed runs highest. These percentages, incidentally, are given in the official releases in terms of the total population, including old people, children and other dependents, inmates of institutions, wives who do not work for wages; the picture would be more exact for the general reader if it could be told in terms of those who habitually are "gainfully employed." It is one thing to read that in a group of Illinois cities 4.3 per cent of the population is out of work involuntarily, and figure that this is about one person in twenty-five; another to realize that this 4.3 per cent means nearly one in ten of the men and women who customarily look forward to a pay envelope at the end of the week or the month. Regardless of the question of the accuracy of enumeration in the districts so far tabulated, which has been questioned by some observers because of differing categories of "unemployed," Frances Perkins, New York State Labor Commissioner, suggests that the inferences of the report are "premature." The whole result will be awaited with impatient interest.

Case Work in Court

THAT sometimes agitating question as to the part that social workers may play in "politics" got one constructive answer when a notable array of New York members of the profession appeared recently to testify as character witnesses on behalf of Edwin J. Cooley. (See The Survey, June 15, 1930, page 259.) Aside from the question of fact before the court—the charges against Mr. Cooley of falsifying the payroll of the Probation Bureau of the Court of General Sessions to give a salary to his sister when she was employed elsewhere—the case had become a football for petty and personal politics of unsavory flavor. So from those who had known Mr. Cooley and his work there stepped forward Lawson Purdy, Lawrence Veiller and Clare M. Tousley of the C.O.S.; George W. Kirchwey of the New York School for Social Work; Gertrude Springer of Better Times; Joanna Colcord of the Russell Sage Foundation; Raymond Moley of Columbia University; William Hodson, director of the New York Welfare Council; W. Bruce Cobb and George Gordon Battle, all to testify as to the high character of the defendant, upholding a fellow-worker on the basis of personal knowledge as they would have upheld a client. The following day the jury brought in a prompt verdict of not guilty, and added as a statement, "In accordance with the evidence and facts presented and our conclusions as to Mr. Cooley's character and ability, we do hereby respectfully recommend to the honorable justices of the Court of General Sessions that the said Edwin J. Cooley be reinstated to his former position as head of the Probation Bureau." The state inquiry on the bureau is still incomplete.

Crime and Punishment

TO make the punishment fit the criminal, rather than the crime, was the course urged at a meeting of the National Conference of Social Work by Walter N. Thayer, Maryland State Superintendent of Prisons. Under our present circumstances, ninety-five out of one hundred men who go into prison will go out again. Some, he believes, might better never go in, but could be re-trained with results better for themselves and society if they were put on parole. At the other end of the scale are those who have shown their repeated inability to keep out of trouble. Such might better be considered as a ward of the state and committed as indefinitely as a person who was insane, if it were possible subsequently to put them on parole when after treatment it had been shown that their attitude was changed to such an extent that society no longer needed protection from their acts. "This type of commitment," said Dr. Thayer, "would have all the deterrence of the so-called fourth offender acts, but would be much more easily enforced as juries would not rebel at bringing in a verdict of guilty, and while no prisoner would feel sure that he would not be imprisoned for life, he would still have a ray of hope that good conduct and evidence of a change in his attitude would restore him to liberty." For many years Dr. Thayer was superintendent of the New York State Institution for Defective Delinquents at Napanoch, and on July 15 he returns to the state as Commissioner of Correction. His record of policy and performance brings him a cordial welcome.

To Counter Unemployment

ON June 19, the General Electric Company, through its president, Gerard Swope, announced the initiation of an unemployment plan designed to make funds available for such of its 75,000 employes as may be forced into idleness in time of business depression. The money will be raised through equal contributions by the employes and the company. The contribution will be the same for every participating employe from the president down to the office boy; any employe who elects to participate in the plan must agree to pay into a trust fund 1 per cent of his earnings over a period of three years. Executives, however, will be called upon to contribute only in times of emergency when more money is being paid out for relief than is being paid into the fund as dues. This is designed to stimulate executives to stabilize employment and is definitely related to a program of stabilization which is one of the most interesting features of the plan. While no minimum has been set in the plan itself, it has been figured that the lowest relief payment will be $10 a week, the highest $20 a week. Frances Perkins, State Industrial Commissioner of New York, believes that the pattern set by the General Electric Company will be followed by other companies having similar problems. Because the company is international in its organization, she declares that "the plan is of world-wide significance and embodies a piece of industrial statesmanship of the first order." A graphic study of the hopes and possibilities thus opened up by a company of the first rank in importance will be a feature of an early autumn number of The Survey.

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New Beacons in Boston

The Fifty-Seventh National Conference of Social Work

By MARY ROSS and PAUL U. KELLOGG

THE National Conference found Boston on June 8 in the first flush of celebrating the Massachusetts Bay Tercentenary. As the last conferees were leaving, impatient fire-crackers were beginning to pop in honor of Boston's private Fourth of July—Bunker Hill Day. Throughout that overflowing week of meetings (one day listed sixty-seven!) the past offered its memorials of heroism, determination and liberty of conscience as the stage against which were set the no less cogent ideals of the present and the future. At the end of its first three hundred years Boston looked back on courage which had cast its force in bullet moulds to hold the bridge at Concord and dare the impossible at Bunker Hill. Days of Indian attacks, of famine, pestilence, redcoats and night alarms seemed remote indeed to present-day delegates footing it over hot pavements to the stately old churches where meetings were held, past gracious doorways and the green oasis of Boston Common. The beacons turned on this American horizon showed the serrated skyline of factory chimneys, not forest trees; the conflict not between man and nature, but between man and outworn sets that he has created within himself and in his social institutions, so clearly traced in Miriam Van Waters' presidential address. Now the weapons of conquest are not powder and muskets, but the patient discovery and appraisal of fact and, above all, understanding, and the valor is nonetheless.

There was one Boston tea-party when patriots in war-paint upset chests into the harbor to express their rebellion against economic tyranny; some two hundred and fifty years later there were several Boston tea-parties, and breakfast, luncheon and dinner meetings and morning and afternoon sessions at which nearly 500 later-day patriots collected signatures to a petition to urge Congress to act on the bills now before them to enable the country to learn and act on the facts of unemployment—a protest not the high-handed action of a despot, but warning of flaws in the economic machine which bring disaster to many and indirect disadvantage to all. Another series of petitions, signed by hundreds of delegates as private individuals since the Conference does not pass resolutions as an official body, urged the appointment of Grace Abbott as Secretary of Labor to bring to that department the administrative wisdom, integrity and fearlessness on which her conduct of the Children's Bureau is firmly based.

To the eyes and ears of two participants, at least, there seemed to be three special points about which Conference sessions swirled, drawing in evidence, opinion and suggestion from the widely-flung range of divisions and special groups that felt their pull. The most obvious, perhaps, were the industrial reefs, of common concern to all classes of our social order, especially clear and provocative because of the past winter's business recession. Next came the gauntlet of questions involved in law observance and its obverse, crime—again a matter of hardly less moment to those who ride the waves than to those who sink. And the third was a problem in social steering which has been more apparent to some of the experienced pilots than to the American rank and file—the wreckage of families and the potentialities of misunderstanding in this country and abroad which is involved in our post-war immigration policies.

Unemployment, the cutting edge of the current industrial situation, cleaved its way straight through the Conference sessions, obviously because of the past winter's stress of broken earnings which reached back to social agencies of every description; but also because the Boston conference seemed to indicate a new equilibrium between individual and group concerns. You found case working agencies canvassing the economic background of their activities, and industrial workers inviting the psychiatrists to come in and explore the psychological and emotional factors entering into the workaday world about them. This whole trend was exhibited in a special way in the Division on Industrial and Economic Problems under the chairmanship of the Reverend Frederic Seidenburg of Loyola University. The text of the opening session was the address given at the last Boston conference, that of 1911, by Justice Louis D. Brandeis, then a practicing attorney of Massachusetts. That was the epoch when Roosevelt, LaFollette, Wilson were dramatizing political action, when constitutional changes, the initiative and referendum, the recall of judicial decisions were uppermost in public discussion—and social workers were not unmindful of the machineries through which the popular concern for the common welfare might counter and control the devasting excesses of our rising industrialism as well as salvage its human waste. At the next conference, that of Cleveland in 1912, a program of industrial minimums, to which the representatives of twenty-five national social agencies subscribed, was put forward. Those were years of the swift spread of widows' pensions, of compensation laws, of measures concerning the health of women and children in industry.

THE War came and exaggerated governmental action; for example the prohibition amendment went through. Normalcy came and the recoil was such as to stall protective legislation; as for example, the federal child labor amendment failed. But while political affairs which had hitherto played on the concern of the conference were in the trough of the post-war sag, other forces were mounting. The crest of the scientific advances in experimental psychology and psychiatry swept in, new, revolutionary, refreshing and stimulating every field of social work.

In the early stages, these new advances centered on individual re-adjustment. So far did the pendulum swing that by the Cleveland conference of 1926, the floor was held largely by specialists. The drama of people's insides rather than the pageantry of their group contacts and common needs were foremost. Gertrude Vaile, the conference president,

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lamented the subsidence of social wrath, and Jane Addams made her apt analysis that so far had social workers bent backward in the name of professionalism that they would rather go back, by way of illustration, to the days of bandaged jaws than admit that a common purpose ran through the activities of school nurses, dentists, physicians, clinics and health agencies which had eliminated toothache as something to put up with and accepted its conquest as part of the common lot.

Now in his address in 1911 on Workingman's Insurance: the Road to Social Efficiency, Mr. Brandeis had contended that "freedom of the individual is as much an essential condition of successful democracy as his education." He made his plea for grappling with the hazards of an industrial civilization, which bear down on the modern home and burden the social agencies: "If society and industry and the individual were made to pay from day to day the actual cost of the sickness, accident, invalidity, premature death or premature old age consequent upon excessive hours of labor, or unhygienic conditions of work, of unnecessary risk and of irregularity of employment, those evils would be rapidly reduced."

AND here at Boston in 1930, it was significant that his sentience as to the insecurity of the individual home, and the hazards that jeopardize it, afforded a common meeting ground for those whose approach was either from the industrial problem down, or from the individual in trouble up.

John B. Andrews of the American Association for Labor Legislation could tell of the revolutionary advances of the last two decades with respect to one such hazard—the industrial accident—the spread of compensation laws and safety engineering. Abraham Epstein, executive secretary of the American Association for Old Age Security, and Noel Sargent, manager of the Industrial Relations Department of the National Association of Manufacturers, exchanged amenities as to the early stages of the old age pension movement. While Paul Douglas, acting director of the Swarthmore Study of Unemployment, which is embarking on a ten years' program of research and expert service with respect to stabilization, the employment service, and protection, visualized the possibility of working out an American system of unemployment insurance which, unlike the German and English system, and based on our more advanced labor statistics, would put a premium on the industries and the establishments which steady their work, and hence steady the earnings of their workers.

Line and text of the human need for a better way than breadlines, the queues at mill gates, overburdened charities and city welfare departments even in the days of our "prosperity" was brought out under the section on Neighborhood and Community Life by Helen Hall of University House, Philadelphia, chairman of the Unemployment Committee of the National Federation of Settlements.

The settlement study has ranged over all manner of industrial districts and dealt with families subject to all manner of dislocations—changes in style, machinery, seasonal fluctuations and business vicissitudes: forces, all of them, outside the control of the worker. And at Miss Hall's hands the resulting physical deprivations became less significant than the defeat of the human spirit, the undermining of fathers, the crushed plans of young people, the blocked and cramped to-morrows of children.

Charlotte E. Carr, industrial consultant of the New York Charity Organization Society, underscored the new approach of the case working agencies to the problem of livelihood, and at the hands of Sophonisba P. Breckinridge of the Graduate School of Social Service Administration of the University of Chicago, the unravelling of the potentialities of childhood by broken work and earnings became a special charge on the schools. Agnes Nestor of the Woman's Trade Union League spoke for labor, and Ernest G. Draper of Hills Brothers, member of Governor Roosevelt's state committee, for management. Edwin S. Smith, of the Committee to Study Methods for Reducing Seasonal Business Slumps, broached a new field in the suggestion that regional planning should hereafter include consideration not only of the geographic arrangement of industries, but their chronological dovetailing; so that the establishments in a given community should complement each other rather than pile up the on and off seasons as is now the case among the clustered factories of a trade center.

A year ago, at the San Francisco Conference, the commission on employment appointed by the City Manager of Cincinnati, was the only outstanding example of such a civic focus. This year, C. M. Bookman could tell of how it had helped that Ohio city to weather the winter; and before a round table in the Family Section, reports could be made on a dozen of the new formations of our urban districts—Rochester, Dayton, Lincoln, Philadelphia, and the rest.

While the conference was in session, the Judiciary Committee of the U. S. House of Representatives held hearings on two of the Wagner bills. Three of the conference speakers left to appear before them and 479 participants including this year's president and fifteen past presidents of the conference attached their signature as individuals to a communication urging favorable report on the Wagner bills providing for the strengthening of the U. S. employment service and the long term budgeting of public works "as constructive measures which the widespread household and community distress in the industrial cities of the country throughout recent months renders urgent."

A LUMINOUS footnote to Justice Brandeis' address of twenty years ago was the report made on the spread of saving banks insurance in the Commonwealth of Massachusetts by Alice H. Grady, Deputy State Commissioner. Old age ran the course of the sections only less inveterately than unemployment with warm appreciation of Massachusetts' new law for old age assistance and her pioneer work to cope with cancer and other chronic disease—in large part a problem of those past middle life. In a session discussing economic old age Caroline Manning of the Federal Women's Bureau, told of the seamy side of this era of youth—an era in which a woman of twenty-eight or twenty-nine finds herself banned as "too old" when she goes job hunting.

Here in the old textile district of New England there was vigorous discussion of the problems of the Southern textile industry. Jesse O. Thomas, Southern field director of the National Urban League, Atlanta, presided, for the human ramifications of the problem concern the Negro no less than the White. There were papers by Thomas F. McMann, international president of the United Textile Workers, and by Henry P. Kendall, president of the Kendall Company, whose fresh and incisive handling of progressive policies was one of the high notes of the conference. James Myers, industrial secretary of the Federal Council of Churches of Christ in America, brought out the impact of

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these new industrial problems on the religious life of the South. But to social workers the most penetrating contribution of all was that by Harriet L. Herring, research secretary of the Institute for Research and Social Science at Chapel Hill.

"We shall probably have many stormy and painful episodes," she said. In New England "the cotton mill has helped wave after wave of native and immigrant people to a better economic and social life," but these southern people are staying in the mills. Are we to develop in the South a social class and presently a political group based on the most inexorable of controls, economic caste? Will our model villages filled with upstanding citizens become part and parcel of our wider communities? Will our seedy, slovenly villages sheltering people with an inferiority complex cease to be? The social and welfare workers hold a key to the situation that will help to unlock the willingness of the owner, the intelligent self-expression of the workers, and the understanding co-operation of the public."

The whole economic field traversed by the conference, and confronting social workers was crystalized by John A. Fitch of the New York School of Social Work in a paper before the Division on Professional Standards and Education. His was a "definite challenge" to the idea that maladjusted personalities are to be explained in terms less broad than the total of social environment.

This engraving of The Boston Massacre by Paul Revere is one of the many old prints at view at Goodspeed's Bookshop, Boston

This is far from saying that every case of maladjustment, of whatever sort, arises out of insufficient income.... And it is intended to suggest that far the most important element in the social environment is the degree of mastery or lack of it possessed by the individual, or the family of which he is a part, over these aspects of life that are economic in character. We may stress as we will the broader aspects of social work and the relatively small part that distribution of relief (in our hopes at least) plays in the whole scene. The fact remains that the clients of social agencies are, with insignificant exceptions, persons of low income. And that means, since organized social work is carried on principally in cities, that its clients are mostly of the wage earning class. An appreciation of the wage earner's economic problem becomes, therefore, a matter of prime concern.

"With the mind of the practicing social worker attuned to the economic implications of the job," said Mr. Fitch in conclusion, "the meaning of technique is enlarged and social work becomes increasingly a major constructive force in social advance."

Coming at economic problems from the angle of the family society, but with a background gained through her service in the state bureaus of industry of New York and Pennsylvania, Miss Carr pointed out the services that case work is giving and can offer to higher industrial standards through helping clients individually to get the information, clothes, tools, encouragement and whatever else is needed to obtain the best jobs of which they are capable—through collecting and broadcasting such facts as the ravages of unscrupulous commercial employment bureaus (and so strengthen the public services); the facts of the burden of industrial disease (and so widen the scope of compensation); through vocational guidance which will see that children who can profit by schooling stay in the schools instead of swelling the ranks of blind-alley job-holders and depressing labor standards; and will see that children whose individual abilities are best served elsewhere than in school get the specific training which will keep them from becoming industrial pawns. For a dynamic understanding of the interactions of ourselves and our surroundings, she challenged the new techniques:

> Effective mental hygiene requires a knowledge of the work life as well as of the other activities and human relationships of the client. No one is better equipped than the psychiatrist and the psychiatric social worker to understand and to interpret the problems which the modern industrial world presents to the worker. When mental hygiene is able to give full consideration to the effect on the laborer of the monotonies, strains, dangers and uncertainties in his industrial life, we shall have gotten from social work one of the greatest contributions which can be made towards higher industrial standards.

At a session on the prevention of industrial conflict, a vigorous opposition to the use of injunctions in labor disputes by Francis B. Sayre, of the Harvard Law School, put Roger Baldwin in the unaccustomed position of being a moderate when Mr. Baldwin suggested from the floor that no injunction be granted without a hearing at which both sides were represented and that no contempt case involving an injunction of this sort be tried without a jury or without the right of going before a judge other than the one who had granted the injunction. John J. Stonsteby, attorney for the United Garment Workers spoke on arbitration and conciliation out of long and successful experience, and Frances Perkins, New York's upstanding Commissioner of Labor, told of some of the legislative factors making for industrial peace—among them the abolition of child labor in the northern industrial states, workmen's compensation, the diminution of "sweating," the minimum program of sanitation, and the move for shortening hours of work for women, with the result of establishing a shorter work day and work week for all. Outstanding among the things still to be done, in Miss Perkins' comprehensive view, are an approach to some sort of a standardization of wages through a regulatory body to determine a point below which wages may not fall, an effective grappling with the problem of old age security, and the prevention of unemployment, "a significant part of which can be embodied in legislation."

A. J. Muste of Brookwood Labor College outlined

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Concord Bridge

a needed link between the family agencies and the whole community in which they work in reporting a study of labor representation on social agency boards. Answers from 152 members of the Family Welfare Association of America in reply to a questionnaire asking whether they had direct labor representation, or a less direct access to this point of view through the inclusion of a professor or other especially interested student of economic and industrial questions, showed that only 11, or 7 per cent, were in the former category; 48, or 32 per cent, in the latter. Replies from the agencies suggested vividly the gains and advantages as well as the problems of co-operation with labor groups for family agencies which, as Mr. Muste saw it, "have gone psychiatric in a world which has gone industrial."

OBVIOUSLY the economic stringencies of the past few months have spread to the social agencies themselves which are striving to cope with their share of the problem. Speaking to the subject The Problem of Relief, Linton B. Swift, executive secretary of the Family Welfare Association of America, defined two spheres: the first, relatively stable, involving personal maladjustments which would make it difficult for the individual to maintain himself even in the most favorable circumstances; the second, not primarily the sphere of social case work, governed by social, economic and industrial conditions subject to rapid and widespread change, and including ultimately the whole portion of the population whose income is insufficient to provide a secure standard of living. "Playing upon the public's addiction to relief as a means of securing support for our whole constructive program is like plying a man with liquor as a means of persuading him to subdue his appetite," said Mr. Swift, declaring his belief that the assumption of responsibility by private agencies for relieving general community needs lay behind their present economic dilemma.

> If we are not careful a continued use of the wholesale appeal for relief is likely to lead us into a situation where a real individualization of human needs will be impossible and in which we and later the government will become merely the almoners of industry and of society. . . . I should like to see the community fund and its member agencies freed for a more adequate and better balanced approach to a social program, and for concentration in the community fund campaign upon the interpretation and support of that program. I should like to see the chest and the case work relief agencies freed from any direct or implied responsibility for the relief needs of the whole community. I believe that there are at least more numerous advantages in giving case work agencies the responsibility of raising their own relief funds.

Following Mr. Swift, Robert W. Kelso, director of the Community Fund of St. Louis, pointed out that the community chests throughout the United States appropriate approximately 39 per cent of their funds to the relief of dependency, a half of which goes to family or outdoor relief and gave in conclusion as the purport of his address:

> That the evolution of sound individual case work in outdoor relief is the strongest guarantee for the success of the community chest movement; that it is an essential part of that movement and can in no wise be separated from it; and finally that by requiring as the chest movement does that family relief service be intimately related to every other phase of social work in its daily operation, our profession of social work shall make certain of the well rounded growth of our social work program of the future.

To audiences which had shown a lively interest in Daisy Lee Worthington Worcester's statistics showing the gap between average incomes and minimum budgets for health and decency before the California State Conference in 1928 (see The Survey, November 1, 1928) and the National Conference at San Francisco in 1929, there was special interest in the analysis of income data given at the Tuesday evening meeting by Wesley C. Mitchell, director of research, Bureau of Economic Research, and chairman of the President's Research Council on Social Trends. Taking a "minimum standard" as $2100 for a family of five, Professor Mitchell showed that the best informaiton for 1926-1927 found a gap of $800 or $900 between this standard and estimated average earnings per capita. These figures, he believes, may seem worse than they probably were. Census data leads us to suppose, that the "average family" is more nearly four than five persons at the present time, though Professor Mitchell's subsequent computations were still based on five as an average. Moreover, persons charged with responsibility for family support are commonly those in the prime of life, he believes, who are earning more than the average of all earners; and Census data makes it logical to assume that in the industrial groups there is probably an average of 1.8 wage-earners to a family. These estimates, admittedly imperfect, lead, in Professor Mitchell's opinion, to the luke-warm comfort that "on the average wage-earning families in a passable year like 1927 do find a way to cover the physical efficiency budget."

THIS is still remote from Utopia, and in 1930 our data, if obtainable, might seem even more remote than in 1927. For the future Professor Mitchell suggested:

> We can raise the standard of living just as rapidly as we can remedy the defects of our economic organization which prevent us from doing what we all wish to do. Improvement of the economic organization depends upon keener scientific insight just as much as improvement of industrial practice depends upon the advance of physics and chemistry. . . . We must master the complicated interactions of economic forces which produce business cycles, with their recurrent recessions and depressions. We must find out how to deal with technological unemployment. We must learn how to cure sick industries more promptly. We must raise our standard of personnel work in all its ramifications. We must find out more about the interrelations of money, credit and prices, and determine what "price level" if any needs to be stabilized. We must study international economic relations, and develop measures less crude than our blundering tariff for maintaining the relatively high standard of living which prevails in this country. . . . In any rational plan for raising the economic basis of social welfare, the promotion of economic research and the practical application of its findings has as definite a place as the promotion of natural sciences.

Mirroring contemporary concerns, the Conference sessions showed hardly less interest in the problems of crime than of economic urgencies. Because of its possible implications in

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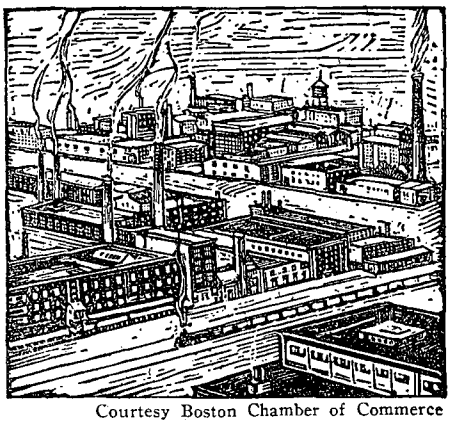
the matter of prohibition, the Monday evening address by the Honorable George W. Wickersham, chairman of the President's Committee on Law Observance and Enforcement, caught the streamer headlines of the Boston papers that following morning and made the front page from coast to coast. That adequate law observance can be obtained by education and persuasion, rather than by force and harsh penalties, was the burden of Mr. Wickersham's address. "Sympathy and helpfulness, rather than the rod and cell and stonepile should be tried in order that lawlessness be reduced to the lowest point." Quoting Mr. Justice Holmes that "the life of the law has not been logic but experience," Mr. Wickersham added, "Where the law is the expression of the will of a mere legislative majority and does not reflect the general views of the community, the lawmaking power frequently, if not generally, seeks to compel obedience by excessive penalties, although this method seldom accomplishes its object."

IN the much discussed section of his address dealing specifically with the control of liquor, Mr. Wickersham pointed out that with the enactment of the Volstead Act this country discontinued the "long course of demonstration of evils of the use of intoxicating liquor which had led to the adoption of the Eighteenth Amendment," and that in the period since that time, culminating in a peak in the enactment of the Jones law in 1929, we have relied upon the power of the government to compel observance of statute law by fine and imprisonment, without attempting any process of education to accomplish the maxium of temperance. He then outlined the evidence of increasing temperance in Great Britain during and since the war—associated with the shortening of the hours when sale was permitted; the regulation of quality, requiring a higher price; and above all, with education in the evil effects of intemperance and with provision of more adequate opportunities for sports and other recreation, summarizing:

> The record in what used to be regarded as one of the most drunken communities in the world, that is, the Welsh mining regions, is quite extraordinary, but it is only a part of the general trend of testimony to the increasingly temperate habits of English and Welsh communities; and all of this evidence furnishes very cogent suggestion to those charged with the enforcement of the Eighteenth Amendment in the United States as to better methods of attaining the object of that Amendment than those which for the last decade have been pursued.

The twenty-fourth annual conference of the National Pro-Jewish Social Service started meetings a day or two in advance of the conference week, had given a bird's-eye view not only of probation, but of the general field in which this comparatively recent technique is operating, and of other constructive measures in the scientific and humane treatment of society's misfits. Not more laws necessarily, but more knowledge, carefulness and individualization of delinquents, and especially of young offenders, was the keynote that ran through addresses by the long list of widely known speakers, including Judge Charles W. Hoffman of Cincinnati, Raymond Moley of Columbia University, Sanford Bates, U. S. Prison Commissioner, Henry M. Schulman, director of research of the New York State Crime Commission, and many others. Professor Guy L. Brown of Wesleyan pointed out that "every child runs a chance of either a normal or perverted development no matter what his heritage or personality may be," while Dean Roscoe Pound of Harvard Law School declared that "The two outstanding achievements in American criminal justice are the juvenile court and probation, which lead to individualization of criminal justice."



Courtesy Boston Chamber of Commerce

The Boston of Industry

Speaking on Public Opinion and Social Control before the youngest—and one of the most enterprising—divisions of the Conference, that on Educational Publicity, Dean Pound stressed the fact that "social legislation is a much more difficult task than it seemed to us a generation ago in the enthusiasm of progressivism and of pioneer faith in versatility." In preparation for effective law-making "we must study the atmosphere of traditions, beliefs, and opinions in which it will have to function"—a study which in this time must weigh the conflicting currents of our American pioneer tradition, distrustful of administration and centralization, and the converging economic and industrial interest of the modern order, which make for these very things. "Enforcement of prohibition has only made conspicuous the difficulties of all enforcement of law in this country, which were bound to attract attention in any event and must have been dealt with in the end, even if there had been no national prohibition act."

One instance of our confusion of tradition, said Dean Pound, comes in the divorce laws, "whereby law is made to appear a body of rules governing those who are without money enough to escape them but affording no obstacles to those who can command the means and the time for a brief sojourn in another state. Such things breed discontent with and disrespect for the whole system of ordering society through law." Not without reason do we fear a centralization at the seat of national government arising from conflicts such as these, fatal to local self-government and destructive of our federal system. "But we invite them unless we, in some way, make our system of local autonomy and federal central government equal to its tasks in the economic order of today. *The alternative of centralization is efficient co-operation.*"

AT other division meetings Virginia Murray, director of the New York Crime Prevention Bureau, outlined the interesting experiment under the New York Police Department to establish a crime prevention program, as logical in social thinking as disease prevention or fire prevention; Felix Frankfurter, of the Harvard Law School, pointed out the abysmal lack of basic information concerning crime, which makes an effective system of crime statistics one of our primary needs, a point which Raymond Moley of Columbia stressed in another way—"as social scientists we are in the pre-Darwinian age. We collect specimens and put them in a museum. The Darwin of social science is yet unborn." Henrietta Addition of the American Social Hygiene Association outlined an adequate protective program, beginning

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with recreation under private and public auspices and supervised commercial recreation, going through a social work program of police departments and schools, with intensive and experimental work in the private agencies, to adequate courts and correctional institutions. Sophonisba Breckinridge discussed the juvenile court and the present inadequacies in respect to its ideal of withdrawing children and young people from the processes of the criminal law and giving to children responsible parental care. Anna B. Pratt, director of the White-Williams Foundation in Philadelphia, pointing out that for every penny spent for schools, five cents are spent for crime, discussed visiting teachers as an aid to the prevention of delinquency; and Samuel C. Lawrence, research field agent of the Harvard Institute of Criminal Law, speaking before the National Community Center Association, described from his own experience with prisoners the unawareness of the community in general, and of family and other welfare agencies in particular, in recognizing early and following through constructively the needs and cravings which lead people toward criminal conduct.

> The underworld beats the good folk at their own game. They invite and don't let go. Wayward Mollie dates up wavering Mary—calls for her, takes her by the arm, and leads her joyously to the trysting place of pleasure where demoralization cheerfully welcomes them. . . . Crime prevention is not a hobby, but is of the very essence of community life. Community failure in crime prevention is essentially an unsolved problem in education.

DR. GEORGE W. KIRCHWEY, formerly warden of Sing Sing and dean of the Columbia Law School, now of the New York School of Social Work declared that in our recent drastic criminal legislation, culminating in the type of the Baumes Laws of New York, "the pendulum of penal policy in America has swung backward from the nineteenth century to the eighteenth." Dr. Kirchwey does not believe that this is an aftermath of the war, for this swing from salvage to retribution has not been evident in the European countries, even those which suffered most severely from the war; they are at a loss to understand our recent prison tragedies. "Perhaps prosperity," he suggested, "is incompatible with commiseration for those who present themselves as a menace to law and order."

Among other phenomena of post-war prosperity is the new inhospitality of American immigration policy. "The significant thing, it seems to me, about present day migration," said Leifur Magnusson, director of the Washington Branch of the International Labour Office, "is that it has greatly *decreased* in actual volume at the same time that the hubbub about it has greatly increased; and measures for its solution and control are being poured out in an ever-increasing stream."

This very thing is registered in the evolution of Division X (The Immigrant) of the National Conference. First the subject cropped up insistently at various side meetings; for the last few years it has been dignified as a major division; and the Boston program under the chairmanship of Mrs. Kenneth F. Rich, director of the Immigrants' Protective League of Chicago, illuminated those distinctive problems which have taken shape during the decade and more of restriction. There was keen discussion of border problems, both Canadian and Mexican. Marion Blackwell, executive of the International Institute, Buffalo, told of human bootlegging and the abuses that are an outgrowth of it; and James H. Batten, executive director of the Inter-American Foundation, Clarmont, California, reviewed the sweeping results in cutting down Mexican immigration through the tightening of the passport system of the U. S. State Department. The effort was presumably made to prove that restriction is possible without resort to such quota legislation as was pressed at the recent session of Congress, to the upsetting of feelings throughout Latin America. There was a session at which Edith Abbott, Clifford R. Shaw and Max S. Handman, under the chairmanship of Dean Kirchwey exploded a lot of fallacies as to nationality as a factor in delinquency. Other section meetings bore directly on two of the livest clusters of issues in the field of what might be called our intimate foreign relations.

THE stem of the first of these clusters is the law and practice of deportation and carries the broken fragments of families whose fortunes are bound up in them. Ruth Larned of the International Migration Service of New York told of unravelling the threads of migrant family problems and Eugenia Taussigova of the Czechoslavak Red Cross brought out how the process looks from across the water. Jane Perry Clark of Barnard College underscored the abuses in the present unsegregated and inadequate facilities for detention, and held that if special quarters are built for the use of the U. S. Immigration Service it should be recognized that the segregation of deportees is "to keep them from possibly worse associations and not because they as a group are malfeasants."

Beginning with what Louis F. Post called the "deportation delirium" at the time of the Palmer raids in 1919-20, the number of deportations has mounted from 9495 the year after the passage of the Immigration Act of 1924, to 12,908 in 1929, the year of our new deportation law which the Secretary of Labor characterizes as "in some particulars the most drastic general immigration law ever enacted." At Boston Peter Frederick Snyder, assistant to the Secretary, U. S. Department of Labor, stated: "When the figures for the current fiscal year now drawing to a close shall have been compiled they will show that the U. S. Department of Labor has *succeeded* in expelling from the United States the largest number of alien deportees in the history of the country" (italics ours).

JANE ADDAMS probed the emphasis the new law puts on expulsion "which too often blasts the hopes and tears apart forever the families of foreign-born persons who have come to an America which was full of high promise for them and their children." To quote Miss Addams on the law:

> It makes re-entry into the United States after deportation, a felony, and entry without inspection, a misdemeanor, with heavy penalties. But it goes even further than that. *It bars forever from the United States*—(unless permission to apply for re-entry was granted prior to March 4, 1929) *anyone who has ever been exported, for any cause, at any TIME*, whether before or after the passage of this Act. Consideration of the position of such deportees reveals the extreme hardships which arise. Students who perhaps changed their school from one on the accredited list, to a school not so recognized by the Department of Labor and were therefore deported, can never return. Wives or husbands who come on a visit to their families here, who overstayed their permit and were deported, can never be reunited in this country. Aliens as unfortunate as to have become insane and to have been deported from State institutions to their countries of birth, although they may fully recover mental health, will never be able to come back. Foreign born who

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See Frankfurt in 1932

AT the business session of the conference, announcement was made that the Second International Conference of Social Work will be held at Frankfurt in 1932. The permanent committee of one hundred authorized at Paris and gradually built up since has elected an executive committee constituted as follows:

President: Dr. Alice Masarykova (Prague)
Vice-Presidents: The Hon. Percy Alden (London); Miss Mary Van Kleeck (New York); Senator Cyrille Van Overbergh (Brussels)
Secretaries-General: Prof. William Polligkeit (Frankfurt); Dr. René Sand (Paris)
Treasurer-General: M. Andre Pallain (Paris)

The influence of social work on the family will be the subject of the plenary meeting with which the Frankfurt conference opens; five preparatory committees will meet to discuss the following aspects of this, the main theme of the meeting.

(a) Disease as it affects family life.
(b) Lack of resources as it affects family life (large families, unemployment, lack of professional capacity, etc.)
(c) Abnormal family relationships.
(d) The protection of the family by social insurance and social welfare.
(e) Welfare for foreign families.

A final public meeting will be held in order to make known the conclusions (not in the form of recommendations or resolutions) reached by the five preparatory committees. These committees will consist of delegates from the various national committees, one from each country, and the delegates will have the floor until all are heard before the topics will be thrown open for general discussion.

In addition to subventions from the German Government and the city of Frankfurt, and hopes for grants from foundations, the budget will be met by subscriptions of the national committees on the basis of $5 for each million inhabitants. The quota of the United States will thus be $600. The individual membership fee is $5; and no conditions are put on membership.

Now the national committee for the United States is our National Conference of Social Work and a special committee appointed at San Francisco, which held several meetings during the year and had the benefit of Dr. Sand's counsel and information during his recent visit to this country, made report at Boston on relations between the two bodies. The International Conference is a break with the pre-war tradition of semi-official international gatherings. These in the social field had tended to rigidity and dry rot. How to contrive a newer and freer formation, with such a variety of political, religious and social trends in the cooperating countries, had presented bristling difficulties in inaugurating the first meeting at Paris. At Frankfurt, the question of organic representation will probably be up. Meanwhile, the permanent committee of one hundred is largely a self-constituted body. Several new American members have recently been added. Obviously program, speakers, and arrangements for a meeting on such a scale must be in the hands of some central group at this stage rather than left to become a patchwork of conflicting claims put forward from forty countries.

On the other hand the various national committees afford a direct line for proposals and cooperation; and the individual membership avoids control of attendance by a dominant group in any particular country. In other words, the Frankfurt conference resembles on an international scale the Boston conference, rather than an alternative set-up in which state goverments, religious bodies, or private organizations would be the base. The hope is that national conferences of social work like our own will spring up as time goes on in the various countries, equally free in membership. When that time comes national representation in the international body will have a new foundation to build up from rather than down.

The committee report recommended that our National Conference, either through its executive committee or a special committee appointed by it, continue as the constituent national committee for the United States of America; that it promote membership, attendance and participation at Frankfurt; convey suggestions of subject matter and speakers and in general "serve as a channel through which American wishes can make themselves known, and American participation be encouraged and made constructively effective." The report as adopted included a recommendation that the general secretary of the National Conference be asked to canvass the services which could be rendered American delegates to make their attendance most fruitful.

become public charges at one stage in their struggle toward economic security, and were compelled upon deportation warrant to leave the country—no matter how affluent they may become in the future—can never re-enter. There is anguish in the family groups in which such experiences take place. Such hard and fast exclusion provision, regardless of the effect upon the individuals they regulate, cannot possibly work toward the welfare of America. . . .

To make an old mistake indelible—to lay a dead hand upon the future, is always of doubtful value.

At another session, Mary E. McDowell of the University of Chicago Settlement and former Public Welfare Commissioner of Chicago drove further home the point that to require full citizenship as the price of reunion of immigrant families is often too great a price to pay because of the uncertainty and anguish that can come in the unavoidable period of waiting, and urged that non-quota status be extended to aliens' as well as citizens' relatives legally admitted. The cruelty, suffering and stupidity characterizing this overhang of injustice will be the object of concerted attack by a new alignment of groups interested both in the immigrant and in the American home—a national committee which came to head in Boston, under the chairmanship of Miss McDowell.

Equally close to the field of insurgent action were the discussions at a final session of the cluster of issues bound up in our naturalization law and policy. And here at Boston was held the first widely attended meeting of the new National Council on Naturalization and Citizenship; of which John H. Finley of New York is president, Robert C. Deming, director of Adult Education of the State of Connecticut is vice-president, Ralf Z. Bernstein secretary and Robert T. Hill, of the New York Council on Adult Education for the Foreign Born, treasurer.

At the conclusion of the meeting, Edith Terry Bremer of the National Board of the Y. W. C. A., urged as the keynote of the organization a new evaluation of what we want citizenship to mean. The immigrant has, under our present regulations, almost lost the last (*Continued on page* 361)

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What Do You Mean—Case Work?

By HERBERT MAYNARD DIAMOND

THE National Association of Manufacturers argues for case work as opposed to the public provision of old age pensions (see The Survey, June 15, 1930, page 272). Its advocacy of the one and objection to the other arise from "the contention that the problem involved in each case of old age inadequacy is an individual problem," according to its recent bulletin, Old Age Pensions. The Association maintains that it recognizes "a philosophy based upon the existence of individual differences in capacities, whether in the pre-industrial, industrial, or post-industrial stages of life." Social workers may possibly be surprised to learn that the principle which caused the manufacturers to hold "that the educational opportunities for children should be adapted to their individual capacities and not governed by arbitrary legal chronological age restrictions" is identical with that which now leads them to endorse case work. But despite this remarkable coincidence, do social workers agree that case work affords a substitute for the old age pension?

The two differ in purpose and in premise, distinctions which the manufacturers miss. Each has its definite scope of use; what the one does best, the other does not attempt. The unit of case work is the individual or family. It seeks to salvage personal situations which offer possibilities of social readjustment. However, according to the definition of Commons and Andrews in Principles of Social Legislation, "Social insurance plans generally recognize industry's share in creating hazards, the burden of which traditionally has rested upon the wage earners and aim to distribute the cost in accordance with responsibility." Hence, the contrast is that between prevention and cure. The intent of social insurance is that certain case work problems shall not arise, and in a balanced system of social housekeeping their functions would be supplementary. Pensions aim to relieve social workers of numerous harassing difficulties. For where the worker faces simple unprovided-for old age no case worker can adjust the basic factor, advanced age.

The necessity for case work develops from individual maladjustments arising from incapacity and incompetence, or from individual misfortunes. The argument for social insurance declares that there are certain widespread maladjustments traceable to social causes which identically affect numerous individuals. The manufacturers dispute the latter view, as applied to old age phenomena; they maintain that too many purely individual factors are involved to admit actuarial control. So they argue for case work, which among the aged is largely non-constructive charity.

The issue is obvious; we may choose between two interpretations of a problem the existence of which no one denies. The manufacturers declare that old age dependency is an abnormal consequence, always individual; case work is the required technique. Say pension advocates, in contradiction, the problem arises from social causes; the wage earner runs a normal risk of income-less old age; insurance is the technique for dealing with such widespread risks; old age pensions will remove the necessity for expending large amounts in charitable aid. Thus the controversy becomes: Are the causes of old age dependency personal or social?

However, the manufacturers appear dubious about their own answer; apparently they acknowledge the inability of employes to provide for old age without assistance. Noel Sargent of their Association discusses their plant pensions at length. Indeed he claims his figures "conclusively demonstrate that industrial labor is being provided for in very substantial manner by the present type of plant pension plans." He declares that 2,217,315 manufacturing wage earners are "covered," constituting 26.5 per cent of the total employed in manufactures. But as they become ineligible unless they continue employment with the same employer, Mr. Sargent is impelled to ascertain how many may really look forward to receiving pensions. He concludes that about 54 per cent of such employes will prove to be eligible if employed in plants having pension plans. Yes! industrial labor is substantially provided for—all of 54 per cent of 26.5 per cent. An Association member is quoted as declaring that the employers must work out cooperative plans under which employes can transfer pension credits from one plant to another or else anticipate the adoption of public measures. Somehow the provision does not seem so very substantial. Then, we may ponder about the provision for employes who are not "covered." Perhaps Mr. Sargent refers to these when he says, "Despite the fact that industrial wage earners are increasingly, both directly and through the cooperation of their employes, having their post-industrial years provided for—yet there remains, and will always doubtless be, a number of individuals who will be wholly or partly dependent during the final years of life." A considerable number to be sure!

THE Association as a matter of policy "*urges* the continuing study by employers of experiences with private disability and retirement schemes. It *urges* their establishment wherever practicable and where means of the employer permit: it suggests the further study of private or group systems of age retirement where individual employes may not find it feasible to individually establish such systems." Until such time as all members have acted upon this urging and suggesting there is case work, I suppose.

But there is rank inconsistency here. The Association urges the establishment of private pension plans, and in so urging concedes the inherent necessity for pensions. Yet it maintains that "the problem involved in each case of old age inadequacy is an individual problem," to be solved by case work. Where, now, is the argument for case work as the solution? For the general adoption of pensions by manufacturers would in no way solve the special problems of the individual. Where, too, is the claim that the problem is one of individuals? If group insurance qualifies as an individual solution, few of us have been aware of the fact.

May we not ask the National Association of Manufacturers, then, what it is they desire? Is it case work, which they say they believe in, and have always practiced, or is it the private pension system which they urge? If pensions are necessary for *their* employes, why not for *all* employes? On what other basis do they urge private pension plans?

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Are There Too Many Nurses?

By VIRGINIA McCORMICK

THE nursing profession is daring to look at itself. For the past several years, it has been undergoing a close scrutiny in order to discover its status in its relationship to its nurse constituency and to the consumer of nursing service, the public. And it is daring to face the facts resulting from this inspection, and the implications for the future.

Self analysis in nursing was the key note in the biennial convention of the three national nursing organizations held June 9-14 in Milwaukee. And that this study of itself by one of largest of the professions is a logical step in its development, was emphasized by Elnora E. Thomson, acting president of the American Nurses' Association, in her presidential address before the House of Delegates of that organization.

"An impressive fact about nursing has been the rapidity of its growth," Miss Thomson said. "In the life time of the first graduate nurse, Linda Richards, schools for nursing have been started in all but one state of the United States, so that now there are some 2,000 nursing schools, a fact that indicates the need for the service which the nurse, when educated, can give.

"This rapid growth, however, has not always been sound growth, and now an attempt is being made to find out about the quality of the product of these schools, with the idea that quality is more important than quantity. To do this, nursing has undertaken to examine itself through the Committee on the Grading of Nursing Schools, which is now in the fourth year of its five-year study."

Results of the grading study have brought to light information about the lack of employment experienced by many graduate nurses. "This has led the Association," Miss Thomson continued, "to consider its responsibility for the graduates of schools of nursing in the matter of economic security. It would seem that in the past, the distribution of the services of nurses has followed the nursing. District nursing, for instance, developed to serve the economically dependent group, a service which now has expanded to enter the field of prevention of disease and the building of health. The American Nurses' Association today is concentrating its resources in the study of the nursing needs of the moderately salaried individual and family in an effort to find out the part which the nurses' official registry may have in giving him needed nursing service."

Janet M. Geister, headquarters' director of the American Nurses' Association, amplified this statement in her report to the House of Delegates. "The program of the American Nurses' Association," she said, "is built around discovered needs. Our emphasis on registry development and on the problems in the private duty field illustrate the degree and the nature of this selection."

But the most urgent single problem before all the nurses at this time, in Miss Geister's estimation is the maladjustment in the distribution of nursing service.

"The most glaring symptom of this maladjustment is unemployment in the private duty field," she stated. "We have just passed through a period of unemployment that surpasses in its severity anything in my experience. The present condition is a flare-up of major severity, an acute phase in a long-standing chronic situation. Various reasons are given for it, but the basic causes seem to be over-production in numbers, and an under-production of nurses prepared to meet the vastly changed conditions of sickness—our failure to adjust to the newer order about us.

"Today there is an increasing need for nursing in smaller time units and of a more varied character than the average nurse is prepared to give. Our free-lance method of practice has been a deterrent to organized attempts to adjust to changed conditions. Tradition and mental habits within and without the nursing field are further contributors to the slowness of adaptation. It is a difficult thing to change attitudes and habits of a whole people. Nursing is struggling, not only with itself but with the public that uses it."

"No profession can prosper as a whole," Miss Geister continued, "if within it there exists a group so seriously disadvantaged as is the private duty group, numerically the largest within the nursing profession today. Unemployment is a professional responsibility of every nurse whether she is personally affected by it. We cannot indulge ourselves in indifference, nor can we rationalize and exempt ourselves from responsibility."

BUT there is a bright side to the picture, the result of the rigorous self analysis going on in the nursing profession. Said Miss Geister, "The fact that this matter is being studied with such vigor is cause for optimism. In the past four years we have seen remarkable changes in public opinion. Formerly, for instance, we heard much regarding the so-called over-charging of the patient by the private duty nurse. Today, because the facts have been laid before the public, the attitude is generally one of sympathetic understanding.

"This change in attitude both within and without the profession suggests that within five years we will see radical reductions in the number of nurses graduated annually, a condition which will lead inevitably to the acceptance of a greater community responsibility in the matter of nursing education, with a subsequent improvement in its quality.

May Ayres Burgess, director of the Committee on the Grading of Nursing Schools, told the nurses meeting in joint session, that their profession is progressing steadily in its ability to face the implications of what it has discovered through self study. "Facts about the nursing schools are being

Courtesy Visiting Nurse Ass'n of San Francisco

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analyzed and discussed with increasingly refreshing frankness," she stated.

The first step toward solving the problem of distribution of nursing service was to discover facts, Mrs. Burgess pointed out. "But the second and more difficult step for everyone involved, is to look those facts in the face and decide upon their local implications. If the unemployment of nurses demands a reduction in the sizes of the larger schools, that fact must be recognized.

"Over-production of graduates cannot be laid at the doors of the small schools. It is the large schools, not the small ones, which are directly responsible for unemployment in private duty nursing. If over-production is to be stopped, the big hospitals in your city must stop enlarging their schools. That is another fact. It is an inconvenient fact; but it is essential that it be faced."

That the present possible over-production of nurses in the schools of nursing and the apparent maladjustment in the distribution of the services of the graduate nurse, are but phases in professional growth, was stressed by Annie W. Goodrich, Dean of Yale University School of Nursing, in discussing Dr. Burgess' address. "I never supposed," Miss Goodrich exclaimed, "that I would live to see nearly enough nurses. I am happy that it is at least possible to cover the nursing needs of the community. I believe now that we have reached a new epoch in nursing." Business methods, she thinks, must come into nursing, especially in studying supply and demand in distribution of nursing service.

This need for the application of business principles was emphasized also by Michael M. Davis, Director for Medical Services, Julius Rosenwald Fund, speaking at a meeting of the lay section of the National Organization for Public Health Nursing.

"We have today," he said, "the curious fact that while there is a shortage of skilled nursing in the homes of the sick of the country, there may be and often is a surplus of nurses. The solution of this riddle must be found through the American genius for organization. The private duty nurse is still in the stage of peddling her services to the doctors and patients who will employ her. The day of peddling ought to be as far past for the modern nurse as the days of saddlebag medicine are for the doctor.

"The organizing skill of American men and women must arrange so that trained nursing can be bought by the piece instead of by the person. The nursing profession and the lay citizens behind it, need to realize their responsibility for community health and to meet the challenge to organize their communities so that the inestimable benefits of skilled nursing shall be available to all the people without charity and without profit."

Whet Your Wits on a Clue

By ANNA B. BEATTIE

Drawing by Dorothy Owen

THE detective story—shades of Nick Carter!—has at last achieved respectability and the reading of thrillers become a laudable occupation. We need no longer either conceal or rationalize our "low" taste in literature since it is now generally conceded that all great minds, from that of the president of the United States down, turn to mysteries for complete relaxation from onerous duties. Yet there may remain some timorous reader who does not realize how completely suited to the occupation of social work the detective story is. For his sake we present the following.

We repeat, detective story. We do not mean stories of horror, nor even of crime *per se*. Certainly not gang stories. Above everything, not the pseudo-mystery-love story in which the bride elopes on her wedding eve with the best man only to return to the groom after saving his honor, finding the hidden jewels, or rescuing the "papers" through some thirty-odd chapters.

We mean the story of detection, the story in which there is a perfectly good murder, preferably in the first chapter, which one or more detectives and several amateurs spend their time unraveling, with the denoument in the last chapter delighting or confounding the faithful reader. The mind of the reader throughout the book must be concentrated on the process of unraveling.

Our thesis is: Every social worker should read such detective stories, primarily as the best possible form of escape literature; secondarily, because while consciously escaping from his job, he will unconsciously acquire technique of help to him professionally. This technique includes the following points:

1. Observation of detail. It is impossible to read good detective stories without learning to study and follow up clues. Something of this skill may be transferred from one's reading to one's job, particularly where the work calls for a certain amount of investigation. Some of the best detective stories for this purpose are: At the Villa Rose, A. E. W. Mason; The Cask, Freeman Wills Croft; The Rasp, Philip MacDonald.

2. Observation of people, judging of character and motivation. In any good detective story you must continually question the different characters in the story, which is likely to be the guilty one, judging not only by the author's statements of conversation, emotional reactions, and the like, but drawing conclusions from how people act and what they do. You must study character to arrive at the solution of a mystery. Books offering excellent observation of considerable numbers of characters include: The Murder of Roger Ackroyd, Agatha Christie; Footprints, and The Desert Moon Mystery, Kay Cleaver Strahan.

3. Observation of the abnormal, in the realm of mental hygiene. This is closely related to point 2, but gives special attention to neurotic or psychopathic traits. Since the average murderer may easily be somewhat abnormal, the detective field affords a wide variety of such characters, surprisingly well drawn. Few detective stories today are complete without some character showing symptoms of emotional disturbance or incipient insanity. Good examples include: The Green Murder Case, S. S. Van Dine; The House of Peril, Louis Tracy; The Sign of Evil, Anthony Wynne.

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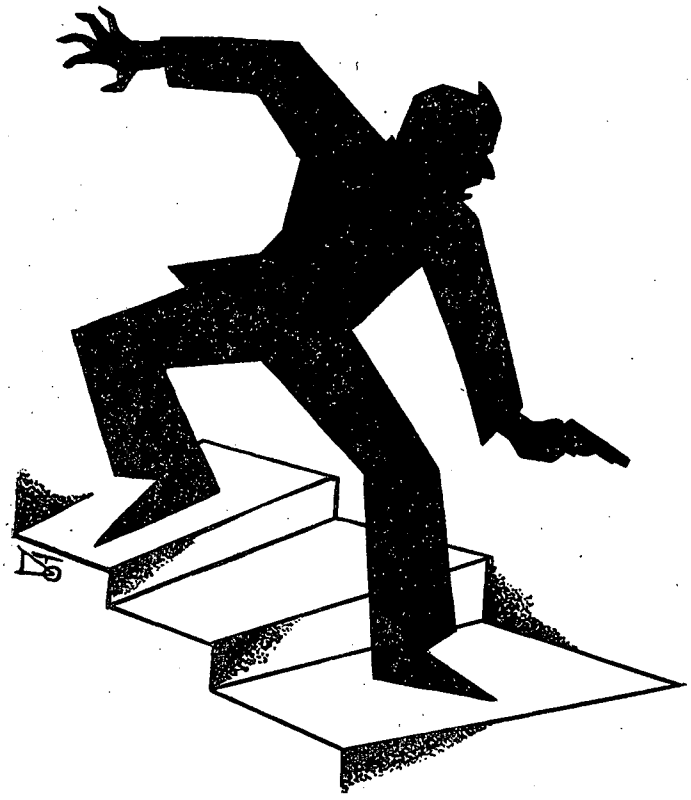

4. Training in the ability to analyze, an extremely valuable quality in any social worker. A reader of good detective stories must reason, deduce, select clues and follow them through to a logical conclusion if he wishes to solve the mystery. Books which afford such training in analysis include: Any by S. S. Van Dine; The Deductions of Colonel Gore, and Colonel Gore's Second Case, Lynn Brock; The Roman Hat Mystery, Ellery Queen.

5. The development of judgment, if there is such a thing. By judgment we mean the ability to weigh facts impartially, to evaluate, to hold the judgment in suspense until all the facts are in, to be willing to change one's theory or preconceived notions when facts do not agree with them, and to look at the entire situation without bias. The only proper way to read a detective story is to become a detached witness of what goes on, making decisions impersonally, without any emotional element entering in. If this habit can be achieved it may perhaps carry over to one's work. This quality should be developed by any good detective story.

Miss Beattie, of course, did not attempt to furnish a complete catalog of detective stories, and readers of The Survey *are invited to add their favorite thrillers. We open the discussion with the insinuation that any person who omits the mellow writing and delightful archaeological background of J. S. Fletcher should be turned over to Scotland Yards. And we hereby attempt to forestall the inevitable deluge by stating that we did not fail to note the absence of the prolific Edgar Wallace.—Ed.*

A FIVE-FOOT SHELF OF THRILLS

Some of the best mystery stories arranged by date of publication, the earlier ones at the beginning of the list:

ANNA KATHERINE GREEN. The Filigree Ball, The Leavenworth Case, The House of the Whispering Pines, Hand and Ring (reprint).
CAROLYN WELLS. The Curved Blades, The Room with the Crimson Tassels (much better than her recent ones).
EDEN PHILLPOTTS. The Grey Room, The Red Redmaynes, The Voice from the Dark.
A. A. MILNE. Red House (reprint).
HARRINGTON HEXT. Who Killed Cock-Robin?
G. K. CHESTERTON. Innocence of Father Brown.
ROBERT ORR CHIPPERFIELD. The Second Bullet, The Man in the Jury Box.
G. D. H. AND M. COLE. The Brooklyn Murders, Poison in a Garden Suburb.
A. E. W. MASON. The House of the Arrow, No Other Tiger, The Prisoner in the Opal.
LORD CHARNWOOD. Tracks in the Snow.
S. S. VAN DINE. The Benson Murder Case, The Canary Murder Case, The Bishop Murder Case.
R. AUSTIN FREEMAN. The Singing Bone, Mystery of Angelina Frood, As a Thief in the Night, A Certain Dr. Thorndyke.
A. FIELDING. The Net Around Joan Ingleby, The Charteris Mystery, The Mysterious Partner, Murder in the Nook.
ELSA BARKER. The Cobra Candlestick.
JOHN STEPHEN STRANGE. The Man Who Killed Fortescue, The Clue of the Second Murder.
ERIC BRETT YOUNG. The Murder at Fleet.
J. J. CONNINGTON. The Death at Swatheing Court, The Murder in the Maze, Grim Vengeance.
ANTHONY GILBERT. The Tragedy at Freyne, Murder of Mrs. Davenport, Death at the Four Corners, Mystery of the Open Window.
HENRY WADE. The Verdict of You All, The Missing Partners, The Duke of York's Steps.
RONALD A. KNOX. The Viaduct Murder.
LEE THAYER. Dead Men's Shoes.
JOHN RHODE. House on Tollard Ridge, Murder in Praed Street, Murder at Bratton Grange.
ROBERT GORE-BROWNE. In Search of a Villain.
R. H. J. WALLING. Murder at the Keyhole.
HENRY HOLT. The Mayfair Murder.
M. A. LEWIS. The Three Amateurs.
MILTON PROPPER. The Strange Disappearance of Mary Young, The Ticker Tape Murder.
RUFUS KING. Murder by the Clock, Somewhere in This House.
ANTHONY BERKELEY. The Silk Stocking Murders, The Layton Court Mystery, Wychford Poisoning Case.
AGATHA CHRISTIE. Mystery of the Blue Train, The Seven Dials Mystery.
FRANCES NOYES HART. The Bellamy Trial, Hide in the Dark.
EARL DERR BIGGERS. The Black Camel, Behind that Curtain.
DOROTHY L. SAYERS. Lord Peter Views the Body, The Unpleasantness at the Bellona Club, Dawson Pedigree, Clouds of Witnesses.
CHRISTOPHER BUSH. The Perfect Murder Case,
T. L. DAVIDSON. The Murder in the Laboratory.
NANCY BARR MAVITY. The Body on the Floor.
LYNN BROCK. Murder at the Inn.
SINCLAIR GLUCK. The Shadow in the House.
ISABEL MYERS. Murder Yet to Come.
BRIAN FLYNN. The Billiard Room Murder.
CORTLAND FITZSIMMONS. The Bainbridge Murder.
DOROTHY OGBURN. Ra-Ta-Plan.
ANTHONY WYNNE. The Iron Shutters.
MARY ROBERTS RINEHART. The Door.
KAY CLEAVER STAHAN. Death Traps.
MIGNON G. EBERHART. While the Patient Slept.
ANNE AUSTIN. The Avenging Parrot, Murder Backstairs.
BRUCE GRAEME. Through the Eyes of the Judge.
RYERSON AND CLEMENTS. Seven Suspects.
SAMUEL MERWIN. Lady Can Do.
GLADYS MITCHELL. Murders of a Butcher's Shop.
MARGUS MAGILL. Death in the Box.
VIRGINIA TRACY. The Morning After.

For complete analysis of detective stories, with lists of the better ones, see WILLARD HUNTINGTON WRIGHT'S The Great Detective Stories, and DOROTHY L. SAYER'S compendium The Omnibus of Crime.

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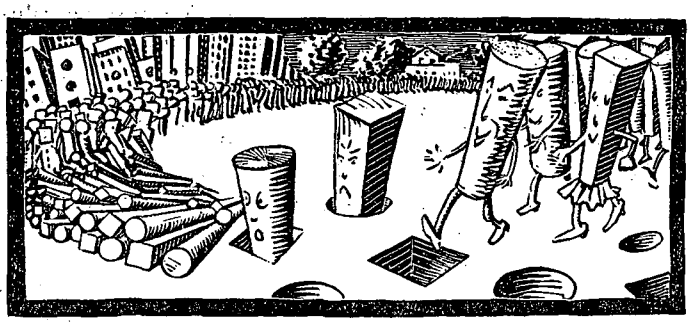

SOCIAL PRACTICE

Parole and Federal Prisoners

ONE of the constructive steps for federal prison reorganization has been accomplished in the appointment of the Federal Parole Board authorized in the act signed by President Hoover in May. The new board, which will work on a full-time salaried basis to take over all the parole functions formerly administered by the federal superintendent of prisons and the warden and physicians of each prison, includes Arthur D. Wood, state parole and pardons commissioner of Michigan, a student of penology and former juvenile court judge; Irvin B. Tucker, formerly U. S. District Attorney for the middle district of North Carolina; and Dr. Amy N. Stannard, who has been psychiatric consultant in charge of outgoing patients in St. Elizabeth's Federal Hospital for the Insane in Washington. As the Honorable Sanford Bates, director of the bureau of prisons, has pointed out repeatedly (see The Survey, February 15, 1930, page 563) it has been totally impossible for the officials of the department itself to give adequate attention to the applications of the 9,000 federal prisoners eligible for parole each year. In announcing the appointment of the new board Attorney General Mitchell declared that it "insures more thorough and expert administration of the parole system" and constitutes one of the important steps taken by this administration for federal prisoners.

Workers Wanted

IN contradiction to the gloom of some industrial auguries, the social work profession, as presented through the Family Welfare Association of America, can hang out a sign "workers wanted." A questionnaire recently sent out by the association shows that in 234 cities the year 1931 is likely to see a need for 1250 social workers in family welfare societies, and other welfare agencies working with families (such as public welfare departments, Red Cross chapters, Catholic welfare leagues, Jewish social service agencies and others) to provide additions to present staffs and fill the vacancies created by marriages, deaths, resignations and promotions. On this basis some 6,000 new and properly trained workers will be needed for family welfare by 1935. Ruth Hill, personnel director of the association, points out that the shortage at present is due chiefly to the fact that family welfare agencies are more exacting than heretofore in their requirements for staff members, and inexperienced young girls of twenty or merely good-natured mature women no longer will do. The Joint Vocational Service, the non-profit-making bureau for bringing social workers and social work jobs together, reported that last winter it often had twenty vacancies listed with only one or two candidates for each job.

Of the 6,000 needed in the next five years, Miss Hill believes that at least 2,000 should be graduates of social work schools, while another 2,000 should have not only this professional training but some experience in social work as well; and the remaining 2,000, the majority of them college graduates, should be available for training by family societies, which will have to be continued until the schools can take on all the responsibilities. "It is easy enough to get college graduates for social work," she concluded. "What we need is not just any college graduate, but rather the most promising, all-round, fun-loving and hardest-working young men and women coming out of the general colleges and then submitting themselves for training at the professional schools of social work. While social work is still no profession in which to make a fortune, salaries are better today than they have been and as communities are coming to appreciate more fully the nature and value of modern social work, salaries in this profession should become comparable to those in the other major professions." Implied in the present situation is also perhaps another version of the fable of the hare and the tortoise insofar as earning goes, for as Charlotte Carr, industrial consultant of the New York C. O. S., pointed out at a meeting at the National Conference of Social Work, it seems completely unlikely that social workers will be threatened with personal unemployment, seasonal, cyclical, or technological!

Problems Before the Court

THROUGH the child guidance clinic of the Rochester, New York, Society for the Prevention of Cruelty to Children, a detailed study was made of 300 delinquent or neglected children who passed through the children's division of the Monroe County court last year. The study, summarized in the annual report of the court, tells the general picture presented by the director of the society, Muriel W. Brown. "On the one hand we have the delinquent child—limited mentally, resentful, conflicted, but on the whole out-going—a positive personality. Beside him is the child from the breaking home—frightened, shy, self-distrustful, quarrelsome, overstimulated sexually, nervously disorganized in subtle ways. Of the two it seems clear that the latter presents by far the more serious social problem." Among the delinquent group 60 per cent of the boys and 50 per cent of the girls were of normal intelligence; among the neglected children from breaking or broken homes, the corresponding figures were 70 and 71 per cent. Most of the problems found in the study of cases had been well established long before the appearance of the child in court. "There are very few of these," Dr. Brown comments in conclusion, "which are not, in the last analysis, family problems, and therefore in the field of the family agency." Girls in disintegrating homes were found to be in special need of care and supervision.

Building a Ten-Year Program

AS a second major step in building a ten-year state program in child welfare the Child Welfare Division of the Public Charities Association of Pennsylvania has published a pamphlet, Which Way? (price 50 cents of the Association, 311 South Juniper St., Philadelphia. A few copies available for out of state distribution on request) embodying a tentative draft to be discussed during the summer and acted upon, with whatever changes seem advisable, at a statewide child welfare conference in the autumn. Nearly a thousand Pennsylvania laymen and social workers have had a part in building this program through local round tables, committees and individual suggestions following out the questions raised by an earlier publication, Tomorrow,

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which was issued in November, 1928. In the intervening months more than 68 round tables in 38 counties have taken up the subject, and the present draft report embodies their ideas and plans, formulated and correlated by experienced sub-committees. Out of this slow, careful, cooperative progress will arise, one may confidently hope, a plan for the coming decade which will have the understanding and hence the active and enterprising support of the people who have skill, experience and money to offer toward the welfare of Pennsylvania's children.

Old Age's Innings

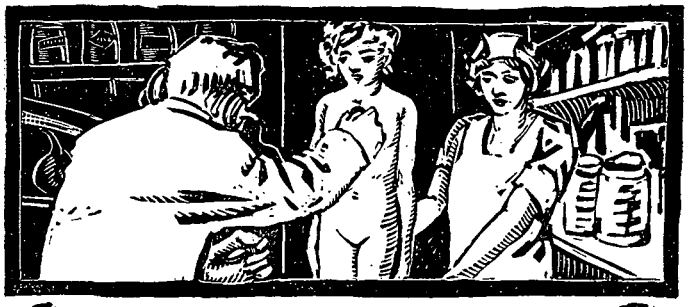
AFTER some twenty-five years of discussion, enlightened by a notable survey of the field, Massachusetts has adopted a plan for old age assistance which is believed by Richard K. Conant, state commissioner of public welfare, to be "as noteworthy an advance in our relief laws as was the mothers' aid law in 1913." The measure, which goes into effect July 1, 1931, has as its underlying principles the extention of medical social work by way of specialized medical clinics for chronic diseases and district nursing service; provision of adequate care for the aged whenever possible in the home rather than in the institution; individualized treatment of each case and local administration under state supervision. After a lively battle between House and Senate the lower age limit was set at 70 years. No specific amount of pension or grant is set but there is to be "adequate assistance" which "shall, wherever practicable, be given to the aged person in his own home or in lodgings or in a boarding home, and it shall be sufficient to provide suitable and dignified care."

In New York, whose law takes effect January 1, 1931, Richard W. Wallace, assistant secretary of the State Board of Social Welfare, has been appointed to head the newly established division on old age security, with the title of assistant commissioner. Applications may be filed after September 1.

The growing bibliography of old-age care has recent important additions in the June issue of The Social Service Review, devoted almost entirely to various aspects of that subject; and to the published proceedings of the third national conference on old age security, Old Age Security Progress, which may be obtained from the American Association for Old Age Security, 22 East 17 St., New York, price 75 cents.

Jolly Juniors

JULY, as customarily, sees juniors from a dozen eastern women's colleges arriving in New York under the aegis of the C.O.S., to spend a month with the Woman's University Club as their dormitory, Manhattan Island as their campus, and social work as their elective course. To be chosen to represent one's college is a competitive honor, and this year's twelve were selected from some 150 aspirants. During the past six years the personal conductor of the project, Clare M. Tousley of the New York C.O.S., has had requests from two dozen other colleges to be included in "Junior Month" and has had to decline regretfully for lack of money and staff to handle a larger group. But now a good idea has taken root elsewhere, and this July sees young Junior Months in Cleveland and Baltimore as well. In Cleveland, under the auspices of the Associated Charities, Lucille Corbett will induct representatives of twelve mid-western colleges into some of the intricacies of social work: Wooster College, University of Michigan, Denison University, Oberlin College, Penn State College, De Pauw University, University of Illinois, Rockford College, Miami University, Syracuse University, Ohio Wesleyan and Western Reserve. Southern Junior Month, under the direction of Doris Slothower of the Baltimore Family Welfare Association, starts out with representatives of Hollins, Hood, North Carolina College, Randolph-Macon, Sweet Briar and Wilson, and hopes to double the number of colleges included as soon as a Baltimore donor can be found.



HEALTH

Making Hay in Summer

IN Racine, Wisconsin, the local post of the American Legion, with the hearty cooperation of the county medical society, the health department, the schools, American Red Cross, and other organizations, has taken on itself for the past two years the job of seeing that first-graders and kindergarteners are ready to enter school in September in the pink and tan of health. "You'll take care of the new clothes, the books, and all the rest," declares a folder sent to parents. "But how about the teeth? The adenoids? The weight? The heart? The lungs? Are you taking a chance on those?" Parents are urged to take their children to their own doctor or, if necessary, to a clinic (a list of clinics is appended) for a health examination the record of which goes to the school which the child will attend. All children found or put in "perfect health" by August 15 will get blue ribbons, and all children who have had an examination, whether entitled to blue ribbons or not, will be invited to a party by the American Legion Auxiliary. Last year's campaign by the Legion resulted in the examination of 322 preschool children whose records were made available to the schools when they entered in September.

In Detroit, May 19-31 was set for the annual "summer round-up" when physicians of the city agreed to give complete physical examinations to children between two and seven years of age on request and without charge. Examinations were made at the physicians' offices during regular office hours. As before the project was sponsored by the Detroit Council of Parents and Teachers in cooperation with the Wayne County Medical Society, the Board of Education, Department of Health, Girl Scouts and Campfire Girls.

Humanizing Radio

AMONG the strange, sometimes useful or even pleasant sounds that come in over the radio there was recently a paragraph in a broadcast of the New York City Health Department calculated to impell listening mothers to desert the washtub or bridge game by reason of its unusually human appeal. Speaking of measles, its potential dangers and the need for care, including the new mitigating treatment by the injection of whole blood from adults who had had the disease, Major Edward J. Abbott, M.D., informed his radio audience:

> Babies make all kinds of funny little noises—they howl and yell at the most unexpected times and for no apparent reason. They squirm and twist as though they were being tortured. They gurgle and cough and gasp and sneeze and choke, and a timid young mother has as many varieties of noises to frighten her as a tenderfoot has who is sleeping his first night in a tent out in the wilds. I do not want to add to any mother's worries; but I would be false to the high ideals of medicine if I failed to warn you against this apparently childish and simple disease; and especially would I fail in my duty if I neglected to urge you to avoid exposing your children to an attack of measles. Use every reasonable means to protect your child; but do not have an unreasoning fear. Use every protecting care and then if your child does contract measles, employ a competent doctor, follow absolutely his advice, and you will find that your child will have a reasonably easy time,

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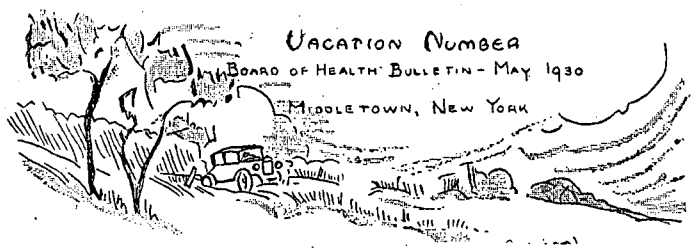
no complications and no disabling after effects, and you will have no bitter memories of neglect and ignorance with which to reproach yourselves.

Copies of the whole talk may be had on request from the New York City Department of Health, 505 Pearl St., New York.

King of the Kongo

AN ebony infant sitting proudly in a scale—a familiar welfare-center scene the wide world over—adorns a new Belgian Kongo postage stamp which is a variation of the familiar tuberculosis seal. This stamp has carrying power, since it is a governmental issue, but its price is 10 centimes and its value as postage only 5 centimes. The other 5 centimes represents a voluntary contribution to work of the Belgian government for the reduction of infant mortality in the Kongo.



Vacation Values

THE meandering motor heads a cheerful homily from the health department of Middletown, N. Y., urging on its vacationists the not new but always pertinent precautions as to water, milk, cleanliness in food handling, and protection against diphtheria, typhoid, and smallpox—especially important when one is away from home in new and unknown places. Hints to somewhat the same effect have been supplied recently by Dr. Shirley W. Wynne, health commissioner of New York City, in handy tabloid form:

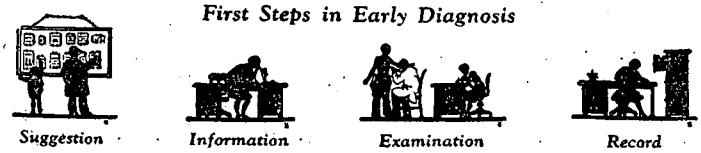
Select your summer hotel and boarding-house with care.
See that your child's camp is approved by health authorities.
Do not drink from springs or brooks along the route.
If you cannot get pasteurized milk—boil what you use.
Take all outdoor exercise possible—but in moderation.
Eat three full meals a day—nothing in between.
Green vegetables, fruit and eggs make best diet.
Do not attempt long walks during heat of day.
Do not attempt vigorous exercise when sun is high.
Typhoid inoculation before trip is advisable.

After Examination—What?

OBVIOUSLY to know that a child has poor eyesight may explain why he does poor school work, but unless a correction is actually made, there is little chance he will do better work because of the knowledge. To help bridge the important gap between school examinations and corrections actually made Chicago is dividing the city into twenty school health districts, of which four already have been established. The first district, opened in January 1929, contains fourteen schools with about 9,000 children, and is divided in turn into a series of smaller areas in each of which local physicians and dentists have pledged their aid in the correction of physical defects discovered by the health department doctors, nurses, dentists, and dental hygienists. After the department's health workers have discovered the defects, the child's parents are expected to see that he is taken to their private physician or dentist for care. In the first 11,800 children examined in this district, nearly 10,000—or 84 per cent—were found to have defects serious enough to require correction. Dental care was needed for 58 per cent, and during the first year 70 per cent of the corrections required were made or started; enlarged tonsils were found in 44.6 per cent, adenoids in 33 per cent, imperfect eyesight in 11 per cent, and the year saw approximately 43 per cent of tonsil and adenoid abnormalities corrected or on their way to correction, and 65 per cent of the visual defects corrected. The department estimates that for the examination and follow-up program there should be one nurse to each 1,200 children in each district, and one physician to 2,500.

In Detroit an experiment has been tried, with satisfactory results, in having the classroom teacher responsible for following up the correction of physical defects, since in any one room the number for whom one teacher would be responsible would probably be less than twenty-five, and her continued relationship with parent and child might be more effective than the more sporadic urging of a nurse. A study made of one school shows that in some instances, due to the interest and persistence of the teacher, corrections have come to about 90 per cent of those found, while in other cases, with a less favorable attitude on the part of the teacher, the result was practically zero. The children under study were examined in the fall and re-checked in June. More than 19 per cent of all defects were completely corrected, and 16 per cent more were receiving treatment when school closed in June. An additional 37 per cent promised corrections during the summer and will be followed up in the autumn, while for 27 per cent parental cooperation was not obtained because of lack of interest or poverty.

First Steps in Early Diagnosis



Racine, Wisconsin, Board of Health pictures a program

Pertinent Publications

HITCH-HIKERS, *by W. W. Peter and Grace T. Hallock. Cleanliness Institute, 45 East 17 St., New York. Single copies free to health leaders and teachers on request.*

Not the affairs of the motorist and the knickered pedestrian, but the struggle between microbes and man, designed to aid in preparing talks on health and in teaching hygiene, as reference reading for students, and source material for sanitation and cleanliness campaigns. Interestingly written and well illustrated.

PROVIDENCE HEALTH SURVEY, *by James Wallace, M.D. American Public Health Association, 370 Seventh Ave., New York. Price $1.*

A survey and appraisal of the health activities and a study of the services for organized care of the sick, prepared for the Committee on Administrative Practice.

THE BELLEVUE-YORKVILLE HEALTH DEMONSTRATION, 1929, *325 East 38 St., New York City.*

A report by Edward T. Devine, director, and members of the staff, of the year's work in this large-city health demonstration of the Milbank Memorial Fund, with chapters on department of health clinics, nursing services, research and records, health education and publicity, recreation and mental hygiene services, nursing services to private physicians, etc.

THE RED CROSS, *The League of Red Cross Societies, 2, Avenue Velasquez, Paris, VIII.*

A 1930 handbook of the international Red Cross organization and its manifold activities.

MEDICAL EDUCATION AND RELATED PROBLEMS IN EUROPE, *Commission on Medical Education, Willard C. Rappleye, director of study, 215 Whitney Ave., New Haven, Conn.*

Chapters summarizing a field study in Great Britain and seven continental countries, with special chapters on post-graduate education and medical practice and sickness insurance.

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COMMUNITIES

A Radio City

"IF Mahomet cannot come to the mountain the mountain will be brought to the Mahomet," thanks to the vision of John D. Rockefeller, Jr., cooperating with the Radio Corporation of America, the National Broadcasting Company and the Radio-Keith-Orpheum Corporation. Here Mahomet represents the people of the United States not in the immediate vicinity of New York City, and the mountain, the unusual amusement and cultural advantages available in the metropolis.

Announcement was recently made that, financed by Mr. Rockefeller and operated by the aforesaid organizations, a vast 'Radio City' will rise in mid-Manhattan, which will provide facilities whereby the listener-in, wherever he may be, will become the looker-on as well. From here entertainment will be dispensed to 12,000,000 owners of radio sets throughout the United States. Here the variety show, legitimate drama, musical comedy, and symphony orchestra will become to broadcasting what the jazz orchestra, concerts, and dialog-artists are today—adding, however, the dimension of sight to that of sound. The center will contain, among other facilities, four huge theaters —given over to different types of entertainment, and twenty-seven broadcasting studios. The audiences in the theaters carrying the cost of production in the usual way, will be used as a sort of sounding-board as to whether individual productions should be broadcast over the country. Aside from its great significance as presaging a new and epoch-making development in the entertainment field, the project is of outstanding importance as typifying American progress in city planning. The three square blocks are to be treated as a unit and are to be occupied by two buildings, a towering sixty-story skyscraper on the Sixth Avenue side, while on the Fifth Avenue side, forming the center of the development, there will be erected an oval building of moderate height and great beauty of design. A magnificent garden plaza, spread over approximately one square block, will be between the two; $200,000,000 worth of building are to be constructed on this $250,000,000 worth of ground site. Turned down last year in his offer to the officers of the Metropolitan Opera House, of this site for a new opera building, Mr. Rockefeller, who has long dreamed of the construction of a "civic center" of cultural interests, was approached (successfully) at the crucial moment by the radio interests who were dreaming too—in a very practical way—of the possibilities of providing entertainment on a national—and perhaps international—scale, as the science of radio broadcasting and television develop.

Housing and the Small Town

FIVE years ago, Edward M. Chase of Manchester, N. H., established the Chase Family Home Association with an endowment (or rather an interest-free loan) of $50,000 to which was added $67,000 in the form of mortgages on the property of the association. Organized as a philanthropic enterprise for the general purpose of "providing homes for working men who have a family of not less than two children, and an average weekly income of from $25 to $35, who are citizens of the United States or who have applied for first papers, and who are members of some religious organization recommended by the clergy of their church," the founder reported on the fifth anniversary of the Association, success beyond his original hopes. By a weekly payment of $7.50 the owners of the thirty houses built by the Association have reduced their indebtedness by $26,000. The sum thus obtained from this small individual charge was sufficient to pay taxes, interest on mortgage, insurance and water tax, as well as part of the principal. Within approximately five years the bank mortgage will be entirely redeemed, five and a half years later the original $50,000 advanced by the Association without interest will be paid. Then not only will the original beneficiaries come into complete possession of their houses, but the capital can be used again for additional houses. Though thirty families are a comparatively small number, the number of applicants that constantly apply for these houses as they occasionally become vacant indicates that the problem of low cost housing is not confined to the dwellers in large cities.

Park the Children

A UNIQUE method of attacking the problem of traffic crushes—and increasing surburban business—is offered by a real estate developer in Upper Derby, Pa., in the vicinity of Philadelphia. At the terminal of several surburban electric rapid transit lines, where mothers usually bent on shopping in the big city are wont to transfer to the metropolitan subway, a fireproof two-story children's playhouse, located in the heart of the shopping district, was recently opened to the public. Here children between the ages of three and fourteen years may be checked free while the mothers go about their own business or pleasure. A trained staff of nurses and play directors look after the youngsters during their parents' absence. Every precaution is taken for their safety; before entrance each child is examined for contagious diseases and none with coughs or colds are accepted. In the first six months of the Playhouse's existence 18,000 children were checked, with the result that the traffic system into Philadelphia was relieved of the burden of carrying a large part of this number to say nothing of the majority of mothers who decided to shop in the vicinity, owing to the request that they return every two hours to inspect their offspring. While a similar service has been established by a number of department stores throughout the country, this is said to be the first on a subdivision basis. Even if Philadelphia merchants may not be keen on a solution which deprives them of even a small part of their trade, any method that will relieve the traffic crushes in subways and highways in the large centers is to be welcomed.

"Woodman, Spare That Tree"

COOPERATING under the terms of the Clark-McNary Act with the various states, and with Porto Rico and Havana in the government production and distribution of forest planting stock for use in establishing windbreaks, shelter belts and to form woodland, the national government is materially assisting and encouraging a program of reforestation. During 1928—the latest year for which data are available—68,565,291 trees were planted under the cooperative plan whereby half the funds are supplied by the Federal government and half by the individual states benefited. Of this vast number 28,757,448 were distributed to farmers; 18,330,141 were distributed for planting on private lands other than farms and 21,477,702 were provided for planting on public lands. At the end of the calendar year 1928, over a million and a half acres had been reforested during the previous two-year period. These figures indicate the growing interest among farm land owners in

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reforesting their idle acres and in maintaining the productiveness of existing woodlands.

Another encouraging bit of news regarding forest-lore, from an aesthetic as well as a utilitarian point of view, comes from the state of Massachusetts. As a part of the Tercentenary celebration of the founding of the Massachusetts Bay Colony, the Massachusetts Forestry Association is sponsoring a campaign to plant one hundred thousand shade trees throughout the state. Famous for its beautiful old trees, the Association points out that for years towns and villages in Massachusetts not only have failed to plant new trees but have neglected to care for those magnificient specimens which have weathered many generations—adding, as an important afterthought, that, according to reliable opinion, the average increase in the value of a city lot resulting from a full grown shade tree properly located is about 30 per cent! It is to be hoped, if no other method is effectual, this appeal to the pocketbook will insure the success of the campaign.

Roadside First Aid

"EVERY seventeen minutes another traffic death," the National Safety Council tells us, and they add that there is a serious automobile injury every thirty-one seconds, these figures being for the United States alone. While the Council and other organizations are trying to reduce these accidents, the American Red Cross announces a new plan to render the pound of cure that is still necessary, by providing first-aid for traffic victims and thus reducing the number of serious injuries that turn into deaths because of delayed treatment. The Red Cross will establish emergency first-aid service stations at points along highways where accidents have been frequent, and at junctions of main arteries. Wayside stores, state police stations, etc., will be used as stations and their operation will be the responsibility of local Red Cross chapters. Each will have on hand at least one person trained in Red Cross first-aid and equipped with a full kit of first-aid supplies, and will have in addition a telephone directory of physicians, hospitals, and ambulances available in the vicinity.

Dinners for Feminists

THE Dinner Kitchen Cook Book is less domestic than its name; in fact, it is intended to help the escape from the dinner kitchen of women who prefer professional or scholarly pursuits. The book contains a description of the successful operation during the academic year 1928-29 of the Smith College Community Kitchen from which dinners were sent out to a group of professional families. Its further purpose, however, is to serve as an outline for the operation of similar kitchens elsewhere, providing menus for a year, recipes, a description of necessary equipment, procedure, etc. After a study of experiments in Europe and America, it was decided that the most successful type of community kitchen was the small one run in the home by only one cook-operator who was also competent to do buying and take orders. In the Smith College experiment, the planning was done by an outside expert. This planning has been generalized in the Cook Book so that other dinner kitchens may avoid the overhead of supervision by using it as an outline. The Dinner Kitchen Cook Book (Price $1.00) is a publication of the Institute for the Coordination of Women's Interests, of Smith College. The aim of the Institute, of which this book is one expression, is "to find and develop types of household assistance suited to women's special needs for extended periods of time uninterrupted by minor household cares," especially in the small community which does not offer the domestic resources which are available in a large city. The Institute feels that it has met the most important of the domestic-professional woman's needs in its Northampton demonstrations.

INDUSTRY

Unemployment on the Air

THE "portfolio of radio talks on unemployment" prepared by the Permanent Committee on Stabilizing Employment in the Cincinnati area, brings together in popular form a lot of useful material on current unemployment and ways out. The addresses made up the radio program over Station WLW arranged by the committee on ten Monday evenings during March and April (see The Survey, March 15, page 717). Mimeographed copies of these discussions may be obtained, so long as the supply lasts, from the office of the committee, Room 230, City Hall, Cincinnati. The "portfolio" includes: A Municipal Policy for Stabilizing Employment, by Colonel C. O. Sherrill, chairman of the Cincinnati committee; Community Organization in an Unemployment Emergency, by C. M. Bookman, director of the Cincinnati Community Chest; The Part Labor Can Play in Preventing Unemployment, by James Wilson, vice-president of the American Federation of Labor; How Stabilization Affects the Average Citizen, by J. J. Castellini, president, Brotherhood of Railway Clerks' National Bank; The Migratory Worker in a Period of Unemployment, by Julian Pollak, vice-president, Pollak Steel Co.

Cushioning Unemployment

HOW and why the United States Rubber Company formulated its dismissal wage policy, and what the results have been, to the management, the workers and the community, was told before the winter meeting of the American Management Association. This widely discussed paper, The United States Rubber Company's Use of a Dismissal Wage, by E. H. Little, assistant supervisor of industrial relations, has now been made more widely available as Number 6 of the association's Personnel Series. The plan was worked out at the time the company found it advisable to close its New Haven plant, the oldest rubber factory in this country and the second oldest in the world. A pension plan, in effect since 1917, made provision for men of 60 and women of 55 with 20 years service, but the closing of the plant involved employes under these ages who had been on the payrolls in some cases as long as thirty and forty years. The plan, as finally worked out, gave a week's pay for each year's service to all employes with 15 or more years of service, not elegible for pension, and to all employes over 45 years of age with 10 or more years of service. Miss Little pointed out that

> We cannot estimate in dollars and cents what was the direct return from the dismissal wage in lessened damage, scrap reduction and waste elimination. If we could we believe our dismissal wage bill would be materially lessened. This is good business of a tangible character.

Miss Little lists also the less tangible benefits of good will toward the company, both on the part of employes and of the community, as the result of the dismissal wage. The community benefited by the policy through having a group of workers not turned adrift, but given time to make adjustments, and sev-

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eral hundred dollars to cushion the possible period of unemployment.

The effect of the dismissal wage policy on the individual worker is being made the subject of a special study by Yale University's Institute of Human Relations, Miss Little announced. All the company records were placed at the disposal of this research group, and investigators will visit every former employe to determine the individual consequences of the factory closing and the dismissal wage.

An attempt will be made to correlate failure or success in finding employment elsewhere with such factors as type of work, degree of skill, age, record of performance, number of dependents, previous earnings and financial status. When this study is completed, we shall be able to estimate the value of the final payment as an adjustment factor.

The Amalgamated Goes Ahead

THERE is heartening reading in the ninth biennial report of the general executive board of the Amalgamated Clothing Workers of America. The 100-page report, published at the time of the organization's convention in Toronto in May, surveys the progress made during the two years since the Cincinnati convention in May, 1928. The record covers the expansion and consolidation of the organization, notably the gain of the Philadelphia market during the past winter (see The Survey, December 1, 1929, page 261). This victory brought more than ten thousand new members into the Amalgamated. Less spectacular but almost as important from the viewpoint of the industry has been its growth in Los Angeles, San Francisco and Minneapolis. The report summarizes the Amalgamated's unemployment insurance scheme which, started in Chicago, in 1923, has now been extended to New York and Rochester. Under this plan, $5,000,000 has been distributed among the Chicago membership and, in the past year and a half, the disbursements in Rochester and New York (including the current year) will amount to half a million more. The work of the arbitration machinery, the research department, the two banks in New York and Chicago, the credit unions and the cooperative housing schemes are set forth in detail. The analysis of recent changes in the industry, and of the cooperation between union and management in meeting these changes—in marketing due to the chain store development and in styles—is interesting evidence of the vitality and clear vision of this finely-led labor organization.

Negro Workers

THE problem of the Negro in industry as well-informed Negroes view it, is stated in a pamphlet recently published by the National Urban League in connection with their campaign for increased vocational opportunity for colored men and women (Negro Workers—A Drama of 5,000,000 American Wage Earners. The National Urban League, 1133 Broadway, New York. Price 10 cents.) Analyzing the present distribution of Negro workers, this survey shows that they represent 11.6 per cent of the total working force in the country, but that they are largely to be found in domestic service and in "hazardous and oderiferous" unskilled occupations. The Negro worker is not secure, even in these undesirable jobs. "The Negro is a marginal worker. He gets his job last and he loses it first and as a consequence unemployment is more acute with him than with other workers." A study made by the Bureau of Labor in Baltimore in 1928 showed that Negroes formed 32 per cent of the unemployed, although they were only 14.7 per cent of the population. In Philadelphia in February, 1930, an unemployment survey made by public school attendance officers and the Wharton School of Finance showed that in one district there was involuntary unemployment of 29.6 among Negroes as compared with 6.8 among white workers. The bulletin compares the wage scales of white and Negro workers both North and South, showing that in most occupations the whites either receive a higher wage or have a job monopoly. This study indicates that the problem of the Negro worker calls for more vocational training, commercial and industrial enterprises owned and run by Negroes with Negro employes, inter-racial bodies to promote better understanding between Negroes and whites, particularly in the labor field, and development of a more responsible attitude toward their jobs on the part of many Negro workers.

For Children Who Work

THE year's activities of the New York Child Labor Committee during 1929 are summed up in the annual report, published early this summer. Among the major activities reported were the compilation of the employment histories of 5,000 continuation school children, a study of school attendance in Orange County, and a study of conditions in the scallop industry in Suffolk County. Children were found employed in the scallop sheds for five and six hours after the school day. Following the investigation, the Industrial Commissioner ruled that the law prohibiting employment of children under fourteen in factories and of children between fourteen and sixteen after 5 P. M. be applied to the scallop sheds. A similar situation of school children spending long out-of-school hours on wage-earning jobs is indicated in Orange County.

A continued high total of industrial accidents to children is pointed out in the report. While the total number of injuries showed a decrease, according to figures of the Bureau of Workmen's Compensation, fatalities to children in industrial accidents jumped from three in 1928 to twenty in 1929, an increase of 567 per cent. Injuries were 2120, as compared with 2152 for the previous year.

The report comments, "Cold figures alone can never picture the sorrow and suffering as well as the blighted hopes and ambitions that many of these young people must bear throughout their lives. The Empire State should not rest until this total is cut to an irreducible minimum."

How Workers Get Hurt

AN analysis of the causes of compensated industrial accidents for the three years ending June 30, 1929, published by the New York State Labor Department, indicates some of the hazards workers must face in modern industry (Special Bulletin No. 164). Accidents are considered under nine main classifications, and in all but two of these classes, the total number of accidents increased during the three years of the study. About 35 per cent of the compensated accidents during the three years were due to handling objects and tools. This was also the chief cause of injury in each of the industries considered: manufacturing, construction, transportation and public utilities, service, trade, "other industries." Mechanical apparatus was the next most important cause of accident, though it was responsible for only 15 per cent of the total number. Falls to a different level and falls on the same level were each responsible for about 9 per cent of the accidents. The analysis brings out the importance of the different causes of accidents in the individual industries. Thus falls to a different level, which caused only 9 per cent of the total accidents, were responsible for 15 per cent of the construction accidents. Falling objects, which caused 6 per cent of the total accidents, caused 11.5 per cent of the accidents in construction. The report points out that

the ideal analysis of industrial accidents should include a study of all the circumstances surrounding each accident, both the external conditions and the so-called human factor. Such an exhaustive study would require an individual investigation of all cases which is impracticable where the number of cases is large.

A careful statistical study of this type, however, is of wide interest and usefulness.

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EDUCATION

Going After College Entrance

A FIVE-YEAR research program, broken up into two hundred projects, as a means toward solving the college entrance problem, is outlined in a recent bulletin of the Ohio College Association. The bulletin is the outgrowth of a three-day conference held at Ohio State College a year ago by the Association's committee on intelligence tests for entrance and its two sub-committees on scholastic records and on diagnostic tests and remedial education. The immediate aims of the program are defined as a five-year cooperative study by fifty Ohio colleges and normal schools, highschools and colleges of Wisconsin and Utah, the schools of Ohio and the state department of education; revision of university intelligence tests next year to provide for uniform testing during the next five years or more; preparation of a highschool pupil's guidance handbook which would be a composite catalogue of Ohio colleges; analysis of the results of the testing of 40,000 highschool seniors in November 1929; a supporting study of success, by highschools, of Ohio college freshmen entering in 1929-30; completion of a bibliography of 7000 titles in higher education.

The long-time aims of the program as set forth, are: to remedy as rapidly as research makes possible "all that part of our present 65 per cent mortality in college which is remediable," through personnel research and guidance in elementary school and highschool and through pedagogical research in college; to develop new research techniques; "to free ourselves from the annual burden of making tests"; "to secure light on the unique traits in human nature"; to prepare the way for a later interdepartmental study of "the whole man"; to spread personnel philosophy and practices throughout the colleges of Ohio; "to imbue each Ohio college with a mission and a 'personality'"; to exploit, to the advantage of the Ohio colleges, the findings from the most important movements in modern education. This program of action is prefaced by a stimulating discussion of underlying educational philosophy by the Ohio educators who drafted it.

After Highschool

THE importance of the junior college plan in American education is shown in a statistical survey of universities, colleges and professional schools in this country, made public by the Bureau of Education. In 1928 there were 114 public junior colleges with some 28,000 students and more than 1000 instructors, and, in addition, 134 junior colleges under private control, with 16,418 students and nearly 1600 teachers. A majority of the public junior colleges are located in public highschools, the survey shows, and most of the private junior colleges have large preparatory departments. The special advantages of the junior colleges, this study points out, are that they allow young people of limited means to continue their education beyond highschool while living at home, and, at the same time give opportunity for trying out various courses of instruction before entering college or university for more advanced work. California has more students in public junior highschools than has any other state. The enrolment is also large in Illinois, Texas, and Missouri.

Free Speech in California

THE case of the Los Angeles highschool student who was refused his diploma a year ago, after he had taken part in a radical organization's activities, is still dragging on in the courts. After hearing testimony and argument by counsel on both sides, a judge of the Superior Court last month granted a motion for nonsuit in the *mandamus* action filed in behalf of the boy to compel the school board to issue a diploma. The student, Max Rosenstein, it was testified, had been taken to task by his highschool principal for distributing literature for the Young Workers' League, affiliated with the Communist party. Later, however, the boy repeated the pledge of allegiance to the flag and declared that he did not believe in the overthrow of the constituted government by violence. The principal stated that the diploma was withheld because Rosenstein attended commencement exercises after he had been told not to do so. The school board upheld the principal in his decision. The judge based his decision not on the boy's political affiliation, but on a finding that Rosenstein had disobeyed the school authorities, and that his liberties and privileges under the law had not been interfered with by failure of school authorities to certify his graduation grades. The boy's attorneys asked that the case be continued until an examination for citizenship could be given young Rosenstein, but the court refused. Rosenstein's attorneys state that the case will be appealed.

"Where Can I Learn It?"

THE late John Cotton Dana of Newark, New Jersey, who was one of the pioneers in the field of adult education as well as the head of the Newark Public Library, held that the library should not make itself the independent agent of adult education, but should rather supplement and aid the established teaching agencies of the community. Mr. Dana made this theory the basis of a unique experiment, in which he had the cooperation of a local newspaper, the Newark Evening News. Twice a week for six months the paper carried, on its editorial page, a column headed, Where Can I Learn It? Here were listed study courses on four or five subjects available for adults in the community, with the names and addresses of the schools offering the courses. Following the list was a short discussion of one or more of the subjects named, with from one to ten books on the subject which the adult student would find helpful in addition to his assigned textbook. Sixty reprints of this column have been brought together in a little handbook recently published by the Newark Public Library. The subjects covered range from architecture to welding, and include such varied fields as botany, cookery, embroidery, ethics, millinery, music. A foreword to the pamphlet states:

> The extent of the immediate response to these lists and stories was unexpected. . . . Hundreds of inquiries have been received asking for information about courses and for books to read in connection with them or independently. Many inquirers asked advice about books to help them master these subjects.

A second series for some of the towns of northern New Jersey is being continued by the library and the Newark Evening News under the same heading.

Divinity School Students

IN the widespread criticism to which higher education in this country is being subjected, the professional schools and the students who attend them are coming in for their share of study and discussion. In his recent annual report, President

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Angell of Yale quotes from a recent study made by M. E. Sadler of the United Christian missionary society, as throwing light on the type of young man who is now taking training for the ministry. Yale divinity school, where Mr. Sadler made his study, is undenominational. Conditions there are probably representative of the situation in the higher type divinity schools in this country. According to this survey, students for the ministry at Yale average about four years older than students in law and medicine. Ninety-five per cent of them are partly or wholly self-supporting, as comparatively few students in the other professional schools are. More than one third of them are married. Their fathers are ministers, farmers, or laborers, while students in medicine and law are typically the sons of business men or professional men other than ministers. The great majority of Yale divinity students come from small colleges in the South and West, while the majority of the law and medical students come from the larger institutions of the East.

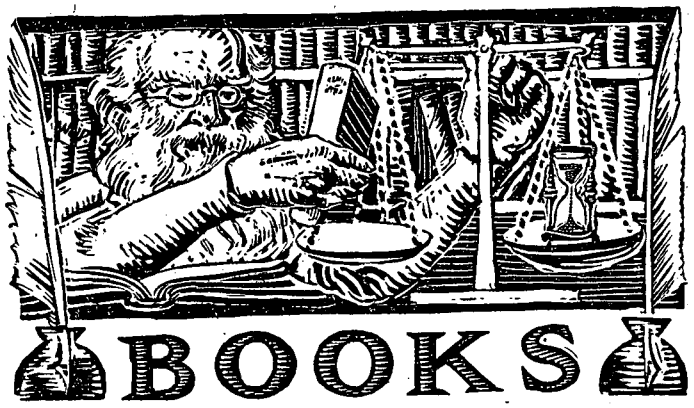
Movies for Teaching

A "FILM SEMINARY" was recently opened in Berlin, to instruct teachers in handling the apparatus for projecting moving pictures for classroom use, in the teaching possibilities of school films, and in making films suitable for school purposes. The teachers to be sent to the new training center are chosen by the central board from various educational establishments throughout the country. The art of teaching by means of motion pictures produced under the direction of authorities who would formerly have written textbooks on the same phases of their subject, is accepted by German educators as a normal part of the school system.

One of the new educational applications of the movies in this country is the use of films in business courses. In the department of management of the School of Commerce, New York University, the course known as "manufacturing industries," designed to familiarize students with typical factory processes, is largely taught by means of films rather than textbook assignments. A second course, on the industrial progress of the United States, beginning with agricultural development and ending with the latest discoveries in the field of aviation, makes use of motion-picture films at each class meeting to supplement text material.

Summer Learning in the South

WOMEN workers from garment factories, cotton mills, rayon plants, laundries, tobacco factories, hosiery mills and shoe factories are included among the thirty-five accepted as students for the fourth session of the Southern Summer School for Women Workers in Industry, which holds its sessions at Christ School for Boys, Arden, North Carolina, from July 10 to August 22. The school is under the auspices of an independent committee of educators and workers, with Mary C. Barker, principal of a public school in Atlanta and president of the American Federation of Teachers, as chairman. Its purpose is to give women workers in industry "an opportunity through study and discussion to develop a deeper appreciation of life and a clearer understanding of their part and responsibilities as industrial workers," through courses in economics, English, dramatics, health education, music, and nature study by a faculty drawn from universities and colleges of many states. There will also be at Arden three week-end conferences: July 26-27, a conference for mountain social workers on recent economic changes; and later, a labor conference directed by W. C. Birthright of the American Federation of Labor committee now carrying on a campaign of organization in the South, and a conference on labor education for those interested in classes in economics, English, and other subjects included in this field in industrial centers of the South. For further information address Louise Leonard McLaren, director, at the Southern Summer School, Arden, N. C.



John Dewey

JOHN DEWEY, THE MAN AND HIS PHILOSOPHY. *Addresses Delivered in New York in Celebration of His Seventieth Birthday. Harvard University Press.* 181 *pp. Price* $2.00 *postpaid of The Survey.*

DR. JOHN DEWEY has succeeded, in the minds of many persons, to the place once held by Charles W. Eliot, as the Wisest of the Elders—the sort of person at whom every college student ought to take a long, lingering look before being turned out into the world. In October 1929 Dr. Dewey was seventy years old, and the occasion was used to pay him a tribute such as few men in the world have received, and no other American in this generation. His friends and present former pupils (the first category includes the others) gathered in New York in three meetings. At one, his contributions to education were discussed, and at another, his work as a philosopher. At the third, a luncheon at the Hotel Astor attended by 2300 persons, the theme was his contributions to general social welfare and he himself was the final speaker.

This volume contains nine of the addresses made at these three meetings, the authors being Ernest Carroll Moore, Jesse H. Newlon, Isaac L. Kandel, George H. Mead, Herbert W. Schneider, James A. Angell, Jane Addams, James Harvey Robinson, and Dr. Dewey. There are also brief preliminary statements by Henry W. Holmes, Henry R. Linville, chairman of the committee which arranged the meetings, and William H. Kilpatrick. There is no space here for me to comment on these papers individually, even if I felt competent to appraise them all, which I do not. They vary in quality, naturally; but taken as a whole, they present an adequate picture of Dr. Dewey's work in three great fields of human endeavor; and his own wise, witty, and modest speech at the luncheon in his honor is alone well worth the price of admission. On the whole, this book is compulsory for everyone interested in one of the outstanding figures in present-day American life. BRUCE BLIVEN

The Adventure of Rural Education

CHILDREN AT THE CROSSROADS, *by Agnes E. Benedict. Commonwealth Fund.* 238 *pp. Price* $1.50 *postpaid of The Survey.*

THE problem of education in America is a rural problem. Twenty-three million of our American children—about 54 per cent—live in the country. And the country is changing. We are in the throes of a gigantic migratory revolution. Not only are cities being recruited from the farm, but the rural population is itself in a state of flux. There is an annual migration of over a million families with their three million children from one state to another, following the crops—living a nomadic life. The old homestead is being occupied by tenants too poor to own the land, too transient to maintain its institutions.

The tide has already swept beyond the reach of the traditional school-house, the traditional church, the traditional health agency, the traditional social worker. New conditions impose new duties. Yet for the most part this impressive situation has received scant attention. Farmers are crying for "farm relief."

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The greatest loss the American farmer suffers today is the loss of his own children. But he resents—and rightly—the attempt of city people with city minds to come out and tell him how to live and how to educate his children. Yet his yearning for their education is a controlling motive in his present unrest.

Happily a beginning has been made and Children at the Crossroads is evidence that the problem of rural education is being recognized. Miss Benedict has brought to her task a knowledge of rural conditions, a grasp of the psychology of the farming community, a sympathetic appreciation of the needs of the rural school which should go far toward revitalizing this ancient institution to meet the present crisis.

She has done more. Lovers of real literature will catch the thrill of a living story as they travel through these pages with the visiting teacher and watch the little actors in the absorbing game of life. We do not recall any American tragedy more poignant, no more silvery music, no painting more pleasing to the lover of color, no plot more absorbing than this inside story of rural childhood.

Every sketch is a clear-cut gem. There are no sermons in the book. Each story tells itself. Wild flowers, dusty roads, sordid despair, sleepy villages, unconquerable ambition, instinctive loyalty, passionate love—it is all here.

Every school committee and every school teacher worthy of their position will welcome this understanding of their problem. And we dare predict that many young people, trained to social service and eager to make their training count, will find in the suggestions of this volume the opportunity for a glorious adventure.

OWEN R. LOVEJOY

Children's Aid Society, New York City

Savages and Civilization

THE MIND OF THE SAVAGE, *by Raoul Allier. Translated by Fred Rothwell. Harcourt, Brace. 301 pp. Price $3.75 postpaid of The Survey.*

THIS book is another of the excellent International Library of Psychology and Philosophy which Ogden is editing and Harcourt, Brace bringing out in this country. It develops the thesis of the fundamental identity of all men. The customs, the magic, the compulsions, the obsessions, the fears, and what we call the peculiarities of savages are all to be seen in civilized people, under certain circumstances. The problem is to determine the circumstances which have permitted them to prevail among the so-called uncivilized and which have stimulated the development of our own veneer of culture.

Having answered the question of the essential unity of human beings, the author skillfully evades more complicated issues. He deals with various hypotheses including the Freudian that sexual repression has been responsible for civilization (he apparently does not recognize this as a Freudian theory) and adduces a skillful argument against it, though it would agree with his own moral and religious convictions.

The book shows that savages have found it easier to use magic than research to explain what is not understood. His point is that intelligence is arrested and morals "disintegrated" through the superstitions, magic, taboos, ordeals, etc., which characterize savage social custom. The chapters on Magic and Arrest of Intelligence are the best.

A good feature of the book is its extraordinarily detailed collection of anecdotes illustrating magic, taboo, fetishes, fears, etc., among both savages and civilized. To a psychiatrist the illustrations of savage life seem better selected than those of the psychopathology of everyday life. The finest thing in the book is the forceful way in which the author leads to the conclusion that "civilization" has done savages more harm than good, though he supplements this with a defense of Christian missions as having at heart a motive of unity.

It is surprising to find remnants of the French bitterness toward Germans cropping out in a scientific discussion, and so few references to the work of German and American psychiatrists, ethnologists and missionaries. Though much of the book is merely a confirmation of what Freud and his workers have discovered, his name is nowhere mentioned. Whether this be ignorance or prejudice, it is hardly pardonable.

KARL A. MENNINGER

The Menninger Clinic, Topeka, Kansas

Prisons in Canada

CANADIAN PENAL INSTITUTIONS, *by C. W. Topping. University of Chicago Press. 126 pp. Price $3 postpaid of The Survey.*

SUCH good qualities as Canadian penal institutions have are accounted for in the main, according to this writer, by selecting and keeping good officers; liberal building programs; traditions; a discrimination which sends one man to jail, another to an industrial farm, a third to a penitentiary, a fourth to a mental hospital, and so on; and, finally, a policy of experimentation. Weaknesses are: the tendency to regard good buildings as the end rather than the beginning of a penal program; lack of facilities for training guards, wardens, etc.; inadequate attention to mental health; existence of the county jail system; heavy case load for probation and parole officers; absence of studies aiming to show results achieved. Professor Topping knows Canadian penal institutions pretty well and these conclusions are probably sound.

A feature of extraordinary value is a carefully stated plan for care of the sick, written by the associate director of the American College of Surgeons, Dr. Malcolm T. MacEachern. This physician says that no discrimination should be allowed against prisoners in matters of health, and goes on to outline in detail the organization of both hospital and dispensary service. He even recommends that the medical service of prisons come under annual inspection through the international hospital standardization movement. His proposals would revolutionize care of health in prisons and have just as much force in application to American prisons as they do to Canadian.

Croton-on-Hudson WINTHROP D. LANE

Developing Nursery Schools

THE LIFE OF RACHEL McMILLAN, *by Margaret McMillan. William Morrow Co. 203 pp. Price $2.50 postpaid of The Survey.*

RACHEL McMILLAN and her sister Margaret were born in the United States, near New York City, but they grew up in Scotland in a strict puritanical protestant atmosphere. Rachel McMillan had heavy responsibilities in the care of her sick mother and grandmother which gave her a knowledge of the care of the sick and the preservation of health.

The two sisters, when they were finally faced with the necessity of earning a living, undertook tasks in social work. Rachel McMillan became convinced that she must begin at a young age with human beings, and emphasize the preventive aspects both in work for health, and in the establishment of desirable social behavior. As the result of a long and skilled labor, the McMillans helped to secure the passage of an act authorizing medical inspection of school children, and opened a clinic in a poor area of London, where thousands of children were examined and treated. A nursery school in the garden of Evelyn House followed in 1914 and soon held thirty children, ranging in age from eighteen months to seven years.

Rachel McMillan succeeded in keeping her nursery in operation, in spite of and through the war, up to the moment of her death, in March 1917. From the start she saw the double duty of providing wholesome conditions for growth for little children and of training adult women to take care of them. There were always women students in her school. One wonders why they should not be the normal infant schools. If England will make them general . . . she will soon have a new race and may close a great many of her hospitals. In the United States the English nursery schools have given rise to a significant scientific study of the development and education of children.

New York City HELEN T. WOOLLEY

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breath of faith that somehow citizenship in this land of promise would mark the beginning of a new life. Citizenship has become a form of necessary social privilege, for the securing of employment, old age and widows' pensions, and so on. Up to 1924, administration of immigration and naturalization laws was quite distinct. Now the naturalization law has become a sort of constable for seeing that the immigration law is enforced. We need to consider, she said, whether what we mean by citizenship for the alien is this jumble of convenience insurance, and civic responsibility.

At San Francisco, the situation faced by the first generation Americans was thrown on the screen of conference discussion, the plight of those of Oriental stock naturally being uppermost on the coast. At Boston at a simultaneous National Conference of International Institutes of the Y.W.C.A. there was report of a commission on this subject. While at the Reunion Dinner, where past presidents of the National Conference unburdened themselves informally, Miss Addams brought out the international horizons of the theme which Division X had discussed. "There's nothing like a common cause to keep people together and there's nothing like 'your navy' and 'my navy' to keep people apart," she said. "We begin at the battleships when if we began with a good human topic like immigration, prickly as that is, the whole situation would be easier."

American Indians, who last year had a place on the program of the National Conference under the tragically amusing classification of "immigrants" came in this year with the status of a kindred group, Committee on Indian Affairs, under the chairmanship of Lewis Merriam of the Institute for Government Affairs. Declaring of our early efforts to "Americanize" the Indian that "a more complete and well rounded program for creating human trash was probably never devised." Herbert A. Spinden of the Brooklyn Museum, president of the Eastern Association on Indian Affairs, declared that "The Indian is like the high spirited horse that one of our modern poets describes as 'the broncho that would not be broken of dancing.' We make a mistake when we judge men and women as good material for citizenship simply because they are willing to worm and squirm out of previous poverty and repression by the exercise of their acquisitive instincts. If we judge the American Indian purely on points as human stock, taking into account his physical and mental equipment and past performance, we must come to the inevitable conclusion that he ranks high among the races of mankind."

W. David Owl, a member of the eastern band of Cherokee Indians and missionary at the Cattaraugus Reservation in Iroquois, New York, pointed out that the Indian "wants as much as anything else to be dealt with as though he were of some consequence"—while the government, trying to act like a faithful guardian, at best offers him protection and education irrespective of his own desires. John R. T. Reeves, chief counsel of the Indian Service, on the other hand, enumerated the greater possibilities for food, clothing, education and other aid to Indians made possible by recent federal appropriations, while Julia Lathrop stressed the need for furthering the socialization of the Indian service through development of these possibilities. In the discussion from the floor which followed Roger N. Baldwin of the American Civil Liberties Union raised a fundamental issue which had been only lightly sketched by the stated speakers—that as long as the Indian remains in his anomalous position of ward he will suffer the cramped and cramping status always accorded to segregated groups.

General meetings, a dozen division programs, and the offerings of thirty-one "associate groups" ten additional "special groups," each with its distinctive contribution to the whole, yet too numerous even to list in this attempted airplane view of the week, produced a conference ensemble at once richer, and more complex, yet better co-ordinated than the many honorable earlier years have shown. If, occasionally confronted by that list of 469 persons scheduled to speak or discuss or preside (not counting repetitions) one wished that they all could have been brought together in the echoing vastness of the Boston Garden to talk it to each other in one session of Babel, that feeling was a symptom of fatigue, not logic. Complexity is the inevitable result of striving to use the microscope and the telescope to see the problems and potentialities of mankind.

NEW BEACONS IN BOSTON

(*Continued from page* 347)

In the long range it is important as well as cheering to see one far horizon of science, for example, interpreted by T. Wingate Todd of the Brush Foundation. Our tendency to fear that the least fit members of society will provide more than their share of progeny may be relaxed, said Professor Todd:

> Adequate financial stability and social position in the parents have never been conducive to large families. There has always been recruiting from below and it is certain to continue. This recruiting has brought us to our present level of national success and there is no reason to assume any fundamental alterations in the conditions which make for success.

Another modern light on one aspect of heredity came in an address by Benjamin C. Gruenberg, who observed that the controversy as to the relative efficacy of heredity and environment is interminable because it is meaningless, reacting on the false assumption that difference must be due to either one or the other. Whatever we inherit comes into play—for good or evil—according to the circumstances that affect its development—"Most of us inherit susceptibility to rabies or to the plague, but most of us never manifest these diseases. . . ."

HOW tolerances such as these, based upon fact, have developed in action in the history of social work was one aspect of Jane Addams' evening address. Miss Addams pointed out that the social workers, close to humanity, have often turned their sentience to constructive account, as in inaugurating the movement to combat tuberculosis, and so started a train of action which drew in the other professions as well. In the presidential address on the opening night, Miriam Van Waters spoke on Philosophical Trends in Modern Social Work. Tracing her profession from the initial Era of Big Buildings, the brick and mortar period of orphanages and omniverous almshouses, then through waves of heredity, statistics, and legislation to research the fifty-seventh president gave her belief:

> Social work has realized that a program cannot make men moral, religious or happy. Nor can the state make them law abiding. The strength of a program depends upon the morality and the religion and the happiness of men: and the true springs of action are in his internal nature. . . .
>
> Social work is an attitude of mind as well as a system of ideas. Great social work is impossible without the attitude, but there is apparently the possibility of an enthusiastic attitude without ideas and social work has suffered in the past from it. Far more serious than enthusiasm without ideas is the modern tendency to substitute procedure for thinking. Methodology is no substitute for knowledge of life and character. For this reason social work must be on its guard against petty science. At present social work stands more in need of philosophy than science.

We who call ourselves sophisticated are "charmingly childish," Bishop Francis J. McConnell told the conference on a later evening, smiling at our welter of talk and propaganda, and credulity, and stressing, as had Miss Van Waters, the need for quiet evaluations. He told of a New England beach patrol, who could catch, through the uproar of wind on a stormy night, the faint call of human distress or the smothered crunch of a ship's keel on a reef. "Happy indeed is the lot of all of us if we train ourselves to discriminating precision of selective hearing, which knows the genuinely human calls, the sincere human questions in the midst of (*Continued on page* 367)

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WORK SHOP

Scatter-Brained Sally

By ESTHER S. DUNHAM

SCATTER-BRAINED SALLY was discouraged. That in itself was strange, for throughout her short life of twenty-three years Sally had found zest even in the downs of existence. Perhaps that was because up to this time there had always been some way in which she had been protected from the consequences of her scatter-brainedness. In highschool there had been mother to hunt the lost theme and sister to come running with the forgotten lunch. In college there had been only one small room in which to lose term papers. In the school for professional social work no one had noticed her way of meeting life as a series of hairbreadth escapes. Was it because her teachers themselves were afflicted with the remnant of infantilism, that sublime faith in a kind, maternal Deity who protects one from all the uninteresting details of life be they safety pins and bottles or desks and papers? And now Sally, who had not outgrown her dependence on Mother, was given the task of "mothering" fifty families!

It was November. The winter's quota of sickness and unemployment had begun. Each day brought a new problem to Sally's desk or a new emergency to meet in an old family. Sally's Boy Friend telephoned frantically from the financial desk of the Family Welfare Society for evening engagements and each day he was told that evening work would make that hoped-for good time impossible. On the fifth evening he appeared at the door of Sally's office, grim and inexorable. And then it was that Sally, who never cried, dabbed at a bit of moisture on her eyelashes and confessed to her discouragement.

"I should never have taken this position. I have the brains of a chicken and the disposition of a cat. They told me at the school that I had the makings of a good case worker in me. I wish they could see me now! I've worked like a dog for two weeks and all I can say is that I am three hours behind in dictation, that I have a new family to visit tonight, that to-morrow I have ten allowances to deliver in all the corners of this old district besides hosts of visits to relatives and employers and goodness knows what not!"

"Tough luck!" commented Boy Friend.

"That's not half the story," continued Scatter-brained Sally. "Because I was so doggone tired that I felt like scratching, I lectured poor old toping Brown this afternoon like a Dutch uncle. I've probably lost my hold on him forever. At this present moment I need a case worker more than any of my families, or perhaps a psychoanalyst to tell me why I can't carry fifty families about in my arms with ease and comfort. Your old department at Central Office is yelling itself hoarse for slips, forms, face sheets, records. But I just let them scream. What would you do if you had all these horrid, useless, old papers to send to the office every day?" And Sally, taking breath, began a wild scramble through the heaps of papers on her desk, pulling a half filled form from one pile, a face sheet from under Social Diagnosis, some illegible notes from a handbag.

At that her Boy Friend laughed long and loudly. Sally looked up indignantly.

"Just because you like to admire your face in a shining desk top is no reason why I should. *I need these papers in my work!*"

"Purr, purr, pussy," said he soothingly. "Smooth your fur. Tell me one thing. Why do you pay allowances in all corners of your district on the same day? Don't you waste hours of time on the street cars?"

"That's the way they always have been paid," said Sally defensively.

"Time to change! Time to change! Visit the Jones's and the Browns and the Smiths in the northeast section of your district on Monday; the Porrecas and the Baldis in the southeast section on Tuesday, and so on. Wouldn't that reduce the amount of street car riding?

"MMmmm ye—es," breathed Sally. "It might. But the consulting visits take me all over town. So why be so systematic about a few allowances?"

"Well, here's a stunt I worked out when I was in the district," continued he. "I took a pad of three by five scratch paper and in the upper left hand corner I wrote the name of the family in whose interest I was making the visit and below that any notes on what I wanted to accomplish. I took a few hours one day to go through all my records for these consultative names and addresses and thereafter kept them up to date as I read a new record or visited a new family. Before I started out to pay allowances in the southwest corner of the district I went over possible consultative visits in that neighborhood. If one or two families were not at home I could always fill in my time without sprinting back to the office for a bit of desk work or telephoning. Since I went into each section once a week I easily covered most of the important consultative visits at the time I needed them for my work with the family. The visits in other parts of the city I tried to make on my way to or from the office in the morning or evening and if they piled up I sometimes set aside a whole day to spend outside the district. And by the way, those three by five slips saved me hours of time when I had dictating to do. After each visit I jotted down the important items I wanted to remember for dictation. Then all I had to do during dictation hour was to pull out the right slip and there was all my head work done for me."

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"What a perfectly corking idea!" exclaimed Sally. "If you can make my dictation painless for me I'll—I'll give you a date. Every morning I hang around at least a half hour waiting for Miss Bland to finish dictating which she never does. When I come into the room the stenographer looks at me wearily as though to say, 'Here's another of those time-wasters.' Then she tells me that Miss Bland spent two hours dictating on five families and is days behind. I resolve to be a model dictator and the first thing I know I am sitting in a stupor waiting for the right adjective or am sending her out for a record or letter I forgot. At the end of the hour and a half we are both wrecks and I am another day behind in dictation. I do believe those three by five slips will help a lot for adjectives and suggestive phrases come a lot faster right after a visit. I'll make notes for my first interviews and letters, too, and by running through the slips beforehand I shall know just what I want in the way of record material. Tell me some more!" she demanded enthusiastically.

"Well," said Boy Friend, "lets see. How do you arrange your desk and telephone work?"

"Arrange? Why, I just slip it in whenever I have a minute or two."

"'Slipping things in' deludes more social workers into thinking they are accomplishing marvels than any other vice I know," replied he. "Why don't you try this plan for a week? You dictate for an hour and half on Monday, Wednesday and Friday, don't you, and have a conference with your supervisor just before? That means that you should be busy from ten to twelve, then lunch. From nine to ten you might prepare for dictation and your conference, plan your visits for the day and do what telephoning is necessary."

"Some speed,' remarked Sally. "And what about the busy signals I get?"

"Take some time after lunch to finish up if necessary. Then start out for the afternoon with good intentions not to return to the office for the rest of that day. You may even be able to plan your work so that you can be out in the field the entire next day."

"Did you ever have an emergency?" asked Sally acidly, to whom this case worker's millenium seemed too dreamlike.

"Even emergencies fit into a background of planning better than they do into a hit or miss schedule. Try it and see."

With this Sally and her Boy Friend launched into more personal topics. For the next few weeks these personal affairs received more attention than did the office work but one evening Sally met him with a mischievous grin. With one gesture she pulled off her hat.

"Have a look at my clear-as-crystal mind," she commanded. "I have been following your advice for three weeks and beastly stupid work it has been, too. But now, much as I hate to admit it, I am really beginning to feel a difference. First of all, I am up on dictation. Second, my supe told me this morning that my letters were improving. Third, my pile of three by five slips has decreased from thirty-one to nineteen and I am still going strong. That means I am cleaning up my pile of consultative visits. Fourth, I am saving hours of time by trying to work in only one section of my district each day and by planning my work so that I don't make a dozen trips to the office between times. But best of all, my mind is no longer a big, buzzing, blooming confusion because of my blessed notes and my life-saving schedule of visits. I cleaned my desk, too. Since I know when I shall do certain pieces of work, I no longer feel it necessary to have the contents of the files on the top of my desk. But do you know that your clever tutoring may cost me my job?" chuckling. "This morning my supe stammered and blushed and finally began.

"'Your work has been puzzling me of late. No, no, I have no criticism of your case work. Your families like you. You make thorough diagnostic investigations. You carry out treatment well. But I don't quite understand how you can cover the ground as you have been the past few weeks without being superficial.'"

"Oh," said I. "You mean I accomplish too much?"

"'Well,'" said she. "'I suppose you might express it that way.'"

"Then I told her about my training in your hands. She acted as though she were listening to a fairy tale. And do you know I think she feels that I am using some form of witchery? You know case workers hate office work, system, efficiency and all those things you worship."

"Yes," said Boy Friend. "And we at Central Office get the results of that hatred. I wish you could see the messes we have to untangle in some of the districts—lost records, cash accounts that won't balance, half filled slips, misfiled papers. But won't you try, now that you are convinced that you have more time to give to your families when you systematize your work, to do a little missionary work among your fellow case workers?"

"Some job!" murmured Scatter-brained Sally. "But I might as well begin that Survey article now before I lapse into my old habits again."

Hall-Marks of Administration

HOW complete should be the statistics on the office of a social agency which does not handle clients? Every once in a while John Hall, formerly director of the Omaha Welfare Federation and Community Chest and now director of the Seattle Community Chest, makes a count of office activities, just to let his directors know that the office force is not loafing on the job. Here is what he said the Omaha office did in one month: Telephone calls, 732; callers in chest office, 293; outside contacts, 635 (includes 474 collection calls); payments received, entered and deposited, 2,140; contacts with social agencies, 43 (also included in 2nd and 3rd items above); letters, notices and reports dictated, 222; pieces of mail matter sent out, 2,850; newspaper stories written and published, 24; direct mail publicity—four pieces of publicity matter reached 1,800 persons direct and the employes of 425 firms. John says that this analysis helps him to arrange his office force more logically and effectively. He adds:

I use two other office devices which might be interesting to readers of The Survey. The first of these is a typed schedule or work sheet for my own use which I make up at the beginning of each week and on which I list briefly on a single long page the various jobs or engagements or items for special attention which will occupy the coming week. I leave space to add any new items which come up. As soon as an item is disposed of, I pencil a line through it. This, of course, is supplemental to my calendar pad and does not replace it. The advantage is that I have the whole week's responsibilities before me and am not likely to overlook any of them. Also, when an occasional pause comes in a day's schedule, I can refer to this list and generally find something on it with which I can fill my spare moments. If any items are left on the list at the end of the week, I transfer them to the new list for the following week.

The second device which I am trying out with some satisfaction is the plan of having before my desk mounted on beaver board two large commercial calendars with dates in very large type. One of these calendars presents the current month, and the other the following month. With small card labels and thumb tacks I post regular and special meetings on their respective dates as soon as these dates are fixed. I have three different colors of tabs, one for meetings of Community Chest committees, one for Council of Social Agency groups, and a third for all other meetings. This gives me at a glance a comprehensive picture of my responsibilities in the way of meetings for some time ahead. This, too, is supplementary to my regular calendar pad but has the advantage of showing the whole picture instead of a day at a time.

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GOSSIP: of People and Things

The Battle of Boston

THE Biggest Show on Earth is over, the tents are struck, the side shows closed. It had the largest attendance in the fifty-seven years of the National Conference of Social Work. Against the Cleveland meeting with 4080 registered, the meeting in Boston in June enrolled 5401. The Boston Statler, like famous Shepard's on the Mediterranean, was for ten days the cross-roads of the world. If, sooner or later, you did not meet the social worker you were looking for in the Statler lobby, it was only because he was at one of the fifty-odd meetings—including breakfasts, luncheons, dinners—which filled every cranny of every day, or was breathlessly dodging rain drops, or was stretched out in some corner gathering a little sleep with which to do right by his program.

It was a great battle! More wisdom than even Boston is used to having, more planning, more talking—and withal more recreation of the comfortable, unorganized kind. There was planned recreation too, but the weather-man sardonically disorganized that. Under the new scheme, with the conference proper spreading from Sunday to Saturday, Wednesday afternoon had been set aside as play time. A sail down the harbor with dinner at Nantasket was planned for the gay young things, and Beacon Hill Day for the timid souls, when old residents opened their homes and welcomed the delegates as only Bostonians can welcome. But it is not much fun to sail in the rain, or to loll about beautiful gardens in wet feet, so the will was taken for the deed.

On Wednesday evening, the spacious Copley Plaza Hotel saw social work in its pretty clothes and its comliness at the President's Reception, with the President herself setting the standard of pulchritude. The following day, the weather man having been placed on probation to Herbert C. Parsons and Charles L. Chute, was perfect New England weather and a proper setting for The Survey Tea at Craigie House, Longfellow's home in Cambridge. Frances G. Curtis was hostess and Dr. Richard C. Cabot, C. J. Atkinson and Paul U. Kellogg spoke informally—and not about social work. There is no foundation for the rumor that Longfellow's Children's Hour was re-enacted—Paul Kellogg in the old armchair with his staff climbing into his lap.

Thursday evening afforded an emotional release for some five hundred social workers who, at the annual frolic of the Social Work Publicity Council, thunderously applauded the Boston social workers' dramatic presentation of social work as Harding L. White (Boston social worker) and Florenz Ziegfeld see it. It was a knock-out, from the moment dainty little Jean Brown sat on the edge of the stage and made big eyes and sang pleasing songs, through the quartet from Lucia to the final curtain when Nick Carter, probation officer and Boston's gift to the ladies of the conference, clapsed Miss Brown (too timidly), and Hazel Newton, as Lady Maud Linn, gave parental blessing. The evening opened with parody singing—words, and agile leadership by Clare M. Tousley. Came a model speech by Herbert C. Parsons and a heart-gripping appeal for community chest funds by William Hodson. When better hearts are gripped, Bill will grip them. Then a one-act play, somewhat out of focus, in which Gertrude Springer, Mary Routzahn, Dwight Anderson, Homer Wickenden and a strong supporting caste, showed that it takes twenty years to get the final O.K. on an agency's newspaper release. Leigh Mitchell Hodges, as the great Thurston himself, showed how magic and a well-primed blackboard can solve publicity problems. But it took Lucy Lay, publicity secretary of the conference, and Dwight Anderson to solve the greatest publicity problem of the week. A sheaf of five typed pages had been added to the Wickersham manuscript at the last minute and in those five pages sounded the shot that was heard around the world. That is the interesting part of a publicity job—you never can tell when a profound and placid speech may become a screaming headline.

On the whole, it was a conference memorable for its serious content, which Mary Ross describes elsewhere in this number, and for its grace notes. Howard R. Knight and his efficient staff ran everything beautifully, except the weather, and, ambitious for perfection, he has already arranged in Minneapolis in 1931 for the kind of weather Californians speak of as "usual."

Here and There

THE Blue Ridge Institute, the work-and-play fortnight for social workers which has been under the aegis of Arthur Guild since its first meeting three years ago, will this year meet for one week only, at Blue Ridge, July 21-26. This year the institute is conducted by the Association of Community Chests and Councils, with Homer Borst as institute director and Arthur Guild as chairman. The aim of the institute is to further team work among social agencies of all types, especially in connection with social work in the South. Fifteen national organizations will send representatives for consultation and discussion.

OVERHEAD, said I. M. Rubinow at the Boston meeting of the National Conference of Jewish Social Service, is that part of the budget which is over the head of a board member."

WHEN ASKED, "What is the ideal Jewish youth for whom we are devising educational programs?" a speaker at the Boston meeting of the Jewish Community Center Secretaries exclaimed "God only knows!" "Good," retorted a discussant, "for years, at these annual meetings we have borne all the responsibility of the world. At last God is permitted to carry at least a share of it."

AWARDS BY THE HARMON FOUNDATION, $100 each for a year's record of publicity have been made as follows: An organization in a city of less than 200,000—Organized Charities of Tucson, Arizona; in a city of more than 200,000—Diphtheria Commission of the New York Department of Health and the Family Society of Philadelphia; state or regional organization—State Charities Aid Association of New York; national organization—National Association for the Advancement of Colored People.

AWARDS BY SOCIAL WORK PUBLICITY COUNCIL: Annual reports—John Price Jones Corporation for the annual report of Bowling Green Neighborhood Association, entitled Wall Street After Dark; Newspaper article award to William C. Richards, Tuberculosis and Health Society of Detroit and Wayne County, for his article Health and Charm at the End of the Rainbow for 15,000 Girls; Published Statistics award to Hartford Community Chest for statistical illustration of Your Community Chest Dollar at Work; award for Best-Producing Letter to Charity Organization Society of New York for letter submitted by Mabel F. Morris; award for the Best Letter to National Probation Association for letter submitted by Edgar H. Rue; award for Published Photograph to Violet Kersner, Denver Tuberculosis Society.

HASTINGS H. HART, JANE ADDAMS, Lillian D. Wald, Dr. George de Schweinitz, Margaret Sanger and Adolph Lewisohn have all been honored by awards recently. Dr. Hart receives the Roosevelt medal for distinguished service in the field of penology. He is in good company, for Admiral Richard E. Byrd and William Green, president of the American Federation of Labor, received similar awards. Miss Addams has been awarded the Gold Medal of Military Merit by the Greek Government for her Phil-Helenic spirit and the encouragement she has offered Greeks in Chicago for the past forty years. Miss Wald, head of Henry Street Settlement, received an honorary degree from Smith College. Dr. de Schweinitz, of Philadelphia, was awarded the Leslie Dana Medal for meritorious work among the blind. Mrs. Sanger was one of five chosen by the Town Club of New York City for its 1930 roll of honor. Mr. Lewisohn was presented with a silver loving cup by the board of directors of the Hebrew Sheltering Guardian Society on his eighty-first birthday.

U. S. CIVIL SERVICE COMMISSION announces an open competitive examination for Senior Social Economist (Consulting Specialist in Social Statistics) to fill vacancies in the Children's Bureau, for duty in Washington or in the field. Entrance salaries range from $4,600 to $5,200 a year. Applications must be filed with the Civil Service Commission at Washington, D. C., not later than July 23, 1930.

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Elections at Boston

NATIONAL CONFERENCE OF SOCIAL WORK

President—RICHARD C. CABOT, M.D., Boston.
1st Vice-Pres.—C. M. BOOKMAN, Cincinnati.
2nd Vice-Pres.—JANE M. HOEY, New York.
3rd Vice-Pres.—HARRY L. LURIE, Chicago.
Executive Committee Members (elected for three years): JOANNA C. COLCORD, New York; LOUISE COTTRELL, Portland Oregon; DOROTHY C. KAHN, Philadelphia; ELLEN C. POTTER, M.D., Trenton; CLARE M. TOUSLEY, New York. CHARLES C. STILLMAN had previously been elected treasurer by the executive committee, succeeding C. M. BOOKMAN, resigned.
Division Officers: Div. 1—Children: Chairman, KATHARINE LENROOT, Washington; *vice-chairman*, JUDGE CHARLES F. HALL, Minneapolis; *secretary*, RUTH COLLEY, Chicago.
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the uproar, and shows ourselves (*Continued from page* 361) willing to try to answer. The very willingness to try may, to many questions, be answer enough."

That was the evening when the Boston Garden echoed with applause as the president elect, Dr. Richard C. Cabot, came to the chair to acknowledge his new office and to tell the meeting that this office was the highest honor that had come to him. Next year's meeting in Minneapolis will carry westward, under Dr. Cabot's leadership, the sincere and warm-hearted distinction and the background of long experience in innovation and experiment which Boston's leaders contributed to this.

At the conference luncheon, which concluded the program on Saturday, June 14, J. Prentice Murphy, head of the Children's Bureau of Philadelphia, gallantly tilted at the future. The next decade, he predicted, will see the effects in our thinking of the realization that no amount of organizing can drive pain, hardship and failure out of life. As long as mankind is permitted freedom in social action, it will court a certain percentage of failure in social life; if the freedom be barred, it will court a higher percentage. We are certain, however, to see the prevention of misery through preventable disease and death; the shifting of the lines of distribution of large sums of money from the efficient services of welfare agencies to wages, thus to enable the worker to be his own welfare society.

Legislation in the field of morals must rest on popular consent. We see evidences that the reforming spirit may cause certain persons to seek that perfectability ascribed to angels, but not attained by men. Yet one of the great religious leaders has assured us that "he that tries to be an angel (on this earth) ends as a beast."

The note of absolutism is waning in social welfare, as is a somewhat short-lived cynicism. The note of mysticism which touches the modern thought of the scientist has likewise touched the thinking of the social worker. We cannot be strictly logical about human beings. We can prophesy with accuracy about masses of people—but not about individuals. . . .

Whether it be a Mecca—or Jerusalem or Rome—in the laboratory or before the altar of the mind, man seeks to find an answer to the ultimate questions of life. That we are part of the earth in which we walk and the air we breathe does not state it all. Those who work with humanity for whom life is hard must bring into play an additional power. It is one of the super skills—it is more than technical proficiency. By different names it is nevertheless religion. The religious element in man is irrepressible. The leaders in social work were never more convinced of its necessity as a way to justice between all men and as to a way of life for the individual.

North Carolina Delays

To the Editor: If, as is usual elsewhere, the leading social workers dominated the recent Annual Conference of Social Work in North Carolina, whatever modern-minded persons may be discoverable in that industrially belated state need to find new leaders. The recent ones have led to delay and futility.

The Chairman of the Industrial Committee was a mill owner; the only Labor person, man or woman, among its eight members was the president of the State Federation of Labor, the others being three manufacturers (including the chairman), two college professors, the president of the League of Women Voters, and a lawyer.

The conference adopted and made its own the plan presented by this committee for improving mill conditions, thus assuming responsibility for the following appalling proposals.

As reported in the June Mid-Monthly Survey, delay is to be assured by a "comprehensive survey of working conditions in the state;" the Conference to work toward remedial legislation to be *introduced* not later than 1933; the program then to be reduction of the working week only from 60 hours to 55; "the elimination of child labor," the term without definition; and the elimination of nightwork of women to be "gradual!"

The North Carolina Conference of Social Work can have learned nothing from the anti-social activities of the state's cotton textile and rayon industries during the year 1929 if, instead of starting a vigorous campaign for the fifty hours working week, no nightwork for women or youth, and no child labor, with the opening of the legislature in 1931, it truly needs "a comprehensive survey of its working conditions." Surely the eight hour day and the forty-eight hour week need no three years study! This program invites strikes.

Aside from our more enlightened states, thirty-five nations have abolished the night work of women in industry, or taken steps, legislative or governmental toward its prohibition.

What can ail the North Carolina Conference of Social Work?

Florence Kelley

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